JANUARY/FEBRUARY 1998 WAREHOUSE NEWS TEAMSTER REFORM
ANHEUSER-BUSCH CAMPAIGN YOUR BABY OR YOUR JOB



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LANSTER UNITY = A GOOD ONTRACT

ORGANIZE for Job Security

WELT FOR FIGHT FOR BETTER PENSIONS

Freight '98:

Teamsters Stand United For A Good Contract

VICTORY ON NAFTA FAST TRACK

speaking out

A Stand for America

I would like to thank you for taking a stand for America.

I realize it was a strike between UPS and the Teamsters, but it was also for all working people. The response we got on the picket line from the general public proved that.

They brought food, ice, drinks and even cash so we could buy food for the strikers.

My husband told me of a lady that brought a bag with six doughnuts and said that was all she could afford since she has been working parttime but wanted to show her appreciation for what we were doing for her. Stories like that touch your heart.

Thank goodness we won our pension. Let me give you a story on how UPS would handle that.

My husband was hurt on the job July 28, 1997. We had to get the workers' compensation due him. This is the second time he has been hurt on the job and the second time that we had to get an attorney to get monies due.

Liberty Mutual told us that UPS tells them how to handle the cases. Can you imagine how they would have handled our pension?

> Joan Damare(Spouse) Local Union 270 Metairie, Louisiana

UPS Victory Spurred Organizing

After reading the October issue of the Teamster monthly magazine, "Speaking Out," I thought of another issue that has not been mentioned about the UPS victory.

Since the UPS victory for all Teamsters, every week we receive calls and walk-ins from employees from nonunion companies who are interested in becoming part of the American dream.

The well-publicized strike on the news and newspapers made a lot of people take a

Teamsters on the World Wide Web.

Check out the Teamster site on the Internet at: http://www.teamster.org

good long look at their own situations in employment. I would like to thank all the **UPS** working Teamsters for keeping the faith.

> Steve Stultz Local Union 716 Indianapolis, Indiana

Why Workers Need Protection

I am writing in response to a letter titled "Cry Babies" by Dave Gevas (Local 490) in the August/September Teamster magazine.

I am glad I have my job at UPS. I work hard and I don't screw up or screw off. The union should not be abused by a lazy or dishonest member to get something for nothing.

I have worked under many supervisors and many managers — some good, some bad. They come and they go.

But the one thing they all have in common is that they are paid to increase productivity and decrease expenses. You and I are their biggest expense.

Some management people have tried to make money and make a name for themselves making their numbers look good on a computer printout by not following the contract at the expense of good, honest, hard-working employees. Our union will help us fight for our rights and help keep bosses like these in check.

Keith Barros Local Union 70 San Lorenzo, California

Defends Gingrich

Let's go down the list of Gingrich gang threats:

Eliminate 40-hour work

week by allowing the employee and employer to come to an agreement in which at any time the employee can opt out without fear of retaliation because of a

Huge tax cuts. Well, big corporations create the jobs we have, and according to Democrats anyone who earns \$52,000 per year, including property, is rich.

Pensions: The Clinton administration in '95 wanted to tax IRAs and Medicare. The Republicans tried to give seniors a choice to stay in or go to an HMO by giving them Medical Savings Accounts and raising funding of Medicare 7 percent. That's 1 percent more than Clinton's 6 percent.

Abusing government power: UPS strikers have said it wasn't a legal strike. Like the DNC, Teamsters had an illegal election. Why should the taxpayers have to pay for it again?

Finally: right to be heard. Independent research shows only 43 percent of rank-andfile union members are Democrats, 40 percent are Republicans and 17 percent Independents. That's 57 percent of us against what the Democrats stand for, yet you take our dues and use it to support them.

> Mike Roth Local Union 120 St. Paul, Minnesota

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of The Teamster Magazine. 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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CAREY TAKES LEAVE TO APPEAL DISQUALIFICATION

eneral President Ron Carey has taken an unpaid leave of absence to pursue an appeal of a ruling disqualifying him from being a candidate in the upcoming rerun of the 1996 International Union elections.

General Secretary-Treasurer Tom Sever is carrying out Carey's duties during the temporary leave, as provided by the Teamsters Constitution. Sever said International Union programs will remain in place.

Federal elections overseer Kenneth Conboy ruled that Carey should be disqualified because he approved expenditures of union funds which he allegedly knew would help raise money for his reelection campaign.

Carey has denied the allegations and said he has passed a lie detector test showing he did not know that union funds were being used to help raise money for his campaign.

In a separate action, the courtappointed Independent Review Board has brought charges seeking union discipline against Carey for some of the same allegations that are the basis of Conboy's ruling.

UPS FOUND GUILTY OF ILLEGAL CAMPAIGN CONTRIBUTION IN TEAMSTER ELECTIONS

nited Parcel Service has been found guilty by the courtappointed Election Officer of making "an impermissible employer campaign contribution" in the upcoming International Union election rerun.

UPS was caught using corporate funds to distribute material attacking the candidacy of Teamsters General President Ron Carey to supervisors for distribution to union members at UPS.

ELECTION DELAYED AS HOFFA FINANCES PROBED

S. District Judge David Edelstein has ordered that a rerun of the 1996 International Union elections be postponed pending an investigation into James P. Hoffa's campaign finances.

Among other charges, the Hoffa campaign is accused of failing to report the true source of more than \$1.8 million that may have come from employers, local union treasuries, or other secret donors. Hoffa has denied the charges and said that all of his campaign contributions have been reported properly.

The investigation is being conducted by Michael Cherkasky, a veteran New York prosecutor whose past cases have included organized crime and international banking transactions.

Cherkasky is the new Elections Officer appointed by Judge Edelstein to oversee the upcoming election rerun.

Treight

Teamsters Stand United for a

"The union is as strong as we make it. We need to get involved to let our union negotiators know that we're

behind them."

— CHUCK BRANDT, LOCAL 63 ROAD DRIVER etting what we need in our contract will take the members working together," said Jim Grizzel, a Teamster long-haul truck driver in Indianapolis and member of Local 135. "We have to unite because our future is at stake."

Across the U.S., Teamster members like Grizzel are building unity as negotiations begin on a new National Master Freight Agreement (NMFA). The current contract, which covers approximately 120,000 Teamsters in the trucking industry, expires on March 31.

Thousands of Teamster members completed surveys to help set the union's bargaining priorities.

"I'm for job security for right now and pensions for the future," said Denver Local 17 city driver Gabe Ornelas.

Freight Teamsters are participating in a campaign similar to the one that helped UPS Teamsters win a good contract. With help from the International, many locals are involving members and building public support.

On November 18, freight Teamsters across the country wore stickers in a Day of Unity. Members also attended meetings and rallies before negotia-



Good Contract

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"The members are the key to a good contract. It's time to show management that Teamsters are united."

- RICHARD NELSON (LEFT)

TEAMSTERS NATIONAL FREIGHT DIRECTOR

tions began on December18. "Freight members watched what happened at UPS and saw that if we stick together, management can't beat us," said Dennis DeBoni, a dock worker and member of Chicago Local 705.

Teamster Sandy Heatly, a customer service clerk, says she's encouraging her coworkers to take part in the freight contract campaign.

"Come to a meeting. Participate in a rally. Pass out leaflets," she said. "This contract is really important, and we have to get involved to show the companies that our union is strong."

"The company tries to keep city, road, and dock workers separate. But what affects my Teamster brother or sister affects me too."

— GREG FOSTER, LOCAL 705 CITY DRIVER



At a 6:30 a.m. rally in Maybrook, New York, UPS driver Ed Martin thanked freight Teamsters for their support during the UPS strike and said that UPS Teamsters will be there for freight members during their campaign for a good contract.

"Each local union in every town should make the public aware of our fight for a good contract. We need to show that we're ready to fight."

- TERRY LESINSKI, LOCAL 600 CITY DRIVER



Teamster freight workers — like these members of Local 528 in Atlanta, Georgia (below) and Local 325 in Rockford, Illinois (above) — are completing surveys, attending meetings and rallies, and setting up communication networks in their local unions to prepare for contract negotiations.



"We have to unite because our future is at stake."

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— JIM GRIZZEL, LOCAL 135 ROAD DRIVER

"After the big strike we had in '94, the companies should be wise enough not to force a strike. The companies are doing better. Our union is strong. We should be able to win a good contract."

- SANDY HEATLY (LEFT), LOCAL 63 FREIGHT CUSTOMER SERVICE CLERK



n a major victory for Teamsters in the U.S. and Canada, grassroots political action has helped derail an effort by big corporations to expand the NAFTA trade deal.

In November, the U.S. House of Representatives refused to approve an attempt by President Clinton and House Speaker Newt Gingrich to put NAFTA expansion on a "Fast Track."

Fast Track would give the President the authority to expand the North American Free Trade Agreement to other countries — without allowing Congress to

Grassroots Action Paid Off

Teamsters helped lead a coalition of union members, environmentalists, farmers, consumers, human rights organizations, and religious groups that want trade deals that benefit working families — not just corporate special interests.

■ Teamster members and retirees attended rallies, passed out leaflets, spoke out in the news media, and talked to families and neighbors about the need for fair trade, not "free" trade.

BIG VICTORY ON NAFTA

amend the agreement or remove provisions that would harm working families.

The victory was seen by the news media as another sign — along with the recent Teamsters victory at UPS — that the labor movement is gaining new strength.

"Failure to go forward on the fast-track vote was evidence of a reinvigorated labor movement, already riding high after a successful strike against United Parcel Service earlier this year," reported the *Houston Chronicle* on November 11.

Working People Defeat Corporate Greed

Major corporations spent more than \$3 million to lobby for Fast Track.

President Clinton offered dozens of special-interest deals to try to win votes in the House, while Gingrich twisted Republicans' arms.

Former Democratic President Jimmy Carter and Republican Presidents George Bush and Gerald Ford all backed the corporations' Fast Track campaign.

But members of Congress were feeling too much heat from working people back home.

"I hope the politicians and the big corporations are hearing our message," said David Kuehl, a member of Local 916 in Springfield, Illinois, who works for Roadway. "We're concerned about our future — not just for us but for our kids and grandkids.

"If we don't stand up for ourselves, who's going to?"

- Members and Teamster leaders called, wrote, and visited their representatives in Congress.
- The International Union produced radio and print ads, leaflets, fact sheets for the news media, and a video, *No More NAFTAs*, *No Fast Track*.
- The International and local unions in many areas worked together to organize rallies, candlelight vigils, and news conferences.

At some events, customs inspectors spoke out about the increase in drug traffic from Mexico into the U.S. because NAFTA has increased the number of unin-

spected trucks crossing the border.

At others, food safety experts and parents whose children were sickened by tainted fruit from Mexico explained how more imported produce under NAFTA has undermined the safety of our food supply.

Teamster freight members showed

THREAT TO HIGHWAY A: GEAT TO HIGHWAY IFETY

Former U.S. Customs Agent Richard Sparks spoke at Teamster rallies about the increase of illegal drug traffic und NAFTA.

the news media unsafe, uninspected trucks crossing the border from Mexico.



Sue Doneth told how her daughter, Lindsey, and other children got hepatitis from strawberries from Mexico in their school lunch.

FAST TRACK

■ Workers who lost their jobs when their employers closed their plants and moved the work to Mexico drew public attention to the effect of NAFTA on our families and our communities.



Swingline Stapler workers who lost their jobs protest NAFTA.

Action Still Needed

ast Track could be brought up again in 1998, so it's important to keep the pressure on Congress.

In addition, Teamster action is still needed to stop President Clinton from lifting the delay of the trucking part of NAFTA.

Two years ago, Teamster action helped keep that part of NAFTA from going into effect. But the American Trucking Associations and Republican Governors Pete Wilson of California and George W. Bush of Texas are pushing Clinton to lift the delay.

If the delay is lifted, corporations could use unsafe trucks driven by Mexican workers who are paid as little as \$7 per day to haul freight on U.S. highways in four border states. By the year 2000, corporations could use Mexican trucks on every highway in the U.S. and Canada.

U.S. Teamster members are urged to continue contacting your Representative in Congress. Tell them that you are happy that Fast Track was rejected. Ask them to oppose any effort to lift the delay of the trucking part of NAFTA.

CALL YOUR REPRESENTATIVE IN CONGRESS TOLL-FREE, 1-800-522-6721.

WRITE C/O THE U.S. HOUSE OF REPRESENTATIVES, WASHINGTON, DC 20515.

NAFTA an Issue in Teamster Freight Talks

In negotiations on a new National Master Freight Agreement, Teamster members in the U.S. trucking industry will be asking companies to agree not to destroy good jobs under NAFTA.

"Freight companies are pushing for NAFTA trucking," said John Goebbel, a member of Local 377 in Youngstown, Ohio. "If they have their way, we'll all be working for minimum wage and driving next to dangerous equipment on the road.

"We have to stick together to win protection against NAFTA in our contract."

eamster members won the right to elect our top officers as a result of a "Consent Decree" signed in 1989.

The Consent Decree providing for democratic elections settled a racketeering lawsuit brought by the U.S. Justice Department against the former top officials of the union.

Anti-labor members of Congress have been trying to undo a key part of that Consent Decree — federal funding for oversight to provide a fair rerun vote for top International Union officers.

A group of rank-and-file Teamsters came to Capitol Hill to tell Congress that union democracy has made a difference — and to urge public officials to continue to support Teamster members' reform efforts.

got my first taste of why this union needed reform in 1979, when I was working 'on call' and another guy with less seniority than me got called in for a job that should have been mine.

I filed a grievance against the company for not honoring the seniority list. And I never heard a word — not a letter, not a phone call — from my local union.

When I look at the Teamsters

Let Teamster Democracy Work Work

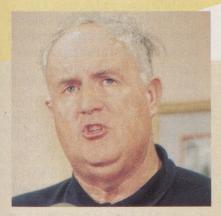




Union today, I sometimes feel like I'm dreaming.

For the first time, the members have help when we want to fix what's wrong with the union.

In Michigan, we put together a lawsuit to end corruption at our Health and Welfare Fund. They were spending thousands of dollars — money that should have been going to pay for better benefits for the members — on entertainment and travel and bar bills for themselves.



Since reform began under the Consent Decree, the frivolous trappings of power of the old 'royal' Teamsters have been sold off and the money reassigned to more productive programs like organizing and communicating with the rank-and-file.

While the officers of that Fund were using our money to live it up, they were taking benefits away from the members.

One man up north had a son who was completely disabled with muscular dystrophy that required him to have 24-hour care. The Fund cut off the benefits for his home health care and told him he'd have to put his son in an institution in Detroit — 250 miles away.

With help from our International Union, we took the Fund to court to force changes that would make those officials accountable to the members.

The consent decree and democracy have made it possible, for the first time, for members to be heard. Having officers directly elected puts the members in the driver's seat."

Patrick Reardon Freight driver, Local 7 Kalamazoo, Michigan

Multiple salaries and pensions are no longer in vogue. Needless layers of bureaucracy that were used for patronage and little else have been removed.

More than 75 locals have been put under trusteeship and mobsters and corrupt officials have been thrown out. We elect our own officers and stewards, we have a voice in running things, and we're winning strong new contracts.

To those who would try to derail the Teamsters' democratic reform movement to satisfy the pernicious desires of special corporate interests, I say that you do your nation a great disservice. You are placing corporate interests ahead of human rights."

Jim Carothers
Carhauler, Local 299
Detroit, Michigan



e've thrown the corruption out of our local.

No more fancy rings and big salaries and lavish expense accounts. Now our money's not going for jets and limousines — it's going into getting members involved and providing services.

We have training for our stewards and members. We're organizing new workers into the union. If you have a problem, you can call the president of the local and get him on the phone.

Before, we never even knew how our officers were chosen. Now, we elect our leadership, so they make a real effort to respond to what we need. I don't understand how anyone could object to a democratic system."

Tina Anderson UPS driver, Local 63 Yorba Linda, California

few years ago, our local was put in trusteeship by the Teamsters Union because it wasn't doing anything for the members.

While the local limped along with weak contracts, the old local officers gave themselves half a million dollars in bonuses over a five-year period.

They didn't care about us. They'd go to lunch with the supervisors, and if a supervisor got mad at you, he'd arrange with the local union officials to have you transferred.

Today, we have real representation and we choose our own leaders in elections.

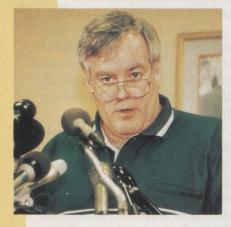
I'm a member of an eight-person bargaining committee that's



elected by the members, and we're negotiating new contract language to help us on the job.

We haven't fixed everything — it's not easy to undo all the damage that was done over the years — but we're making progress."

Odell Copperidge County worker, Local 726 Chicago, Illinois



The Javits Convention Center where I now work used to be controlled by the Mob. Most of those jobs used to be available only to certain people.

When my International Union stepped in to clean up Local 807, they really made a difference.

The Javits Center is now what

it was always meant to be. Jobs at the Center are now based on merit and seniority — not on who you know or who your family members are.

The reason we have a strong union that fights corruption is because we now have democratic elections that allow us to choose our own International Union officers.

I'm not crazy about having the government involved in my union, and I look forward to the day when the government's work will be done.

But I know that without the government's involvement to make sure that our elections are fair, things could slip back."

Tom Doyle Hi-Lo operator, Local 807 New York, New York When I look at the recent actions of the Republican leadership, I see a consistent pattern of representing the interests of big corporations against working people like me.

I see politicians who tried to take away overtime pay for overtime work, let management choose workers' representatives, and gut job safety enforcement.

The top leader of the House, Newt Gingrich, wrote to President Clinton urging him to intervene on the side of management and force my union brothers and sisters on strike against UPS back to work without a settlement.

Republicans have tried to take away workers' pensions, health coverage, and other rights by making them 'independent contractors.'

The House leadership has also tried to block federal supervision designed to ensure a fair rerun election for the top officers of our union.

I ask you to keep in mind that thanks to the Consent Decree and the election officer, members like me will have a chance to decide our union's future through a democratic election. I urge you to let democracy continue to clean up the Teamsters Union."

Darryl Sullivan
Box factory worker, Local 745
Dallas, Texas



Make Your Voice Heard

n 1998, Congress will be considering important issues that will affect all working families.

Independent Contractors

Last year, some corporate-backed politicians in Congress, including Representative Jon Christensen of Nebraska, tried to make it easier for employers to classify delivery drivers as independent contractors.

Unlike regular employees, so-called independent contractors are not eligible for benefits like overtime pay, health insurance, pensions, and Social Security.

Let Congress know it's time to make it harder — not easier — for employers to exploit workers by calling them independent contractors.

Health Care and Education

n

nd

Congress will consider proposals to improve the quality and affordability of health care and education.

But profiteering health care companies and corporations that want to make money off the public schools will be lobbying against those reforms.

Campaign Finance Reform

The Teamsters and other unions are supporting legislation to reduce the influence of big money in politics.

But those proposals have been blocked by corporate lobbying — not surprising since corporate treasury donations to political parties outpaced labor's in the 1996 elections by 19 to 1.

Job Safety

The Teamsters Union will be fighting for new protections for workers against injuries caused by heavy lifting and repetitive motion. We'll oppose any effort by corporatesponsored politicians to take away workers' job safety rights.

Overtime Pay

Big business will try again to eliminate the law requiring overtime pay rates for overtime work.

You can help tell Congress that working families need real reforms like the right to time off to take children to doctors' appointments and to attend parent-teacher conferences at shool.

Workers' Rights

We must continue to build public support for stronger protections for the right to join a union.

We also will continue to oppose the so-called TEAM Act, developed by big business and pushed by the Gingrich leadership in the House of Representatives, that would allow employers to choose "employee representatives."

Highway Funding

The Intermodal Surface Transportation Efficiency Act (ISTEA) provides funds for building roads and bridges and for highway safety programs that are important to Teamster members.

Last year, Congress passed an extension to fund programs at last year's levels until March 31, 1998. Congress will need to pass new legislation this year.

How You Can Get Involved

Keep the heat on politicians. Every
Teamster local has been asked to form
a political action committee to help
involve Teamster members and their
families in rallies, petition drives, phone
banking, voter registration, and other
activities. You can volunteer to help
your local union get members involved.

Distribute information about key issues that affect working families. Leaflets, voting guides, and other information are often sent to Teamster locals. Ask for copies to distribute at your workplace.

Register to vote and encourage family members, neighbors, and coworkers to register, too.

Call or write to Congress. Call your Senator or Representative in Congress toll-free, 1-800-522-6721. Write c/o the U.S. Senate, Washington, DC 20510 or the U.S. House of Representatives, Washington, DC 20515.

Sign up to contribute to DRIVE, the Teamsters' political action fund. Donations help fund Teamster efforts to fight for better laws, register members to vote, give members information about candidates' voting records, and support candidates who stand up for working people.

For more information about Teamsters political action, contact your local union. Or call the International Union Government Affairs Department at (202) 624-8741.

teamster news

International Union Reviews Chicago Pension Fund

The International Union is reviewing documents from Chicago Local 710's pension fund related to a series of apparently suspicious transactions that reportedly involve the pension fund, a Detroit local union, a Boston bank, and an unidentified account in the Cayman Islands.

Details of a strange "trail of money" were reported in the October 31, 1997, edition of the *Wall Street Journal*.

Investigators are looking into whether members' pension money has been properly used and reported under federal law and under the Teamsters International Union Constitution, including the new Code of Ethics for benefit fund trustees adopted at the 1996 International Union Convention.

The suspicious transactions reportedly resulted in payments of about \$1 million to a tiny stock broker-

age firm in Detroit.

The stock brokerage firm reportedly deposited more than \$1 million in an unidentified account in the Cayman Islands. Federal investigators are trying to determine the final destination of that money.

The president of the firm was given a membership card by Detroit Local 337, which made him eligible for Teamster pension and health benefits.

Puerto Rico Workers Strike to Fight Privatization

When the Puerto Rican government announced plans to privatize the jobs of nearly all public employees, workers decided to launch an ambitious response — a one-day general strike.

On October 1, workers at private companies and public agencies throughout San Juan walked off their jobs and rallied at the Capitol.

Teamster members in Puerto Rico Local 901 joined in — helping to shut down the city's port and airport.

"Privatization would mean cuts in jobs and attacks on the rights workers have won," said Teamster Local 901 President Noel Colón, who



Political, religious and labor leaders joined arms at the islandwide work stoppage Wednesday to c the banner for the organizing committee. Many observers have called the demonstration the larger its kind ever to take place in Puerto Rico.

Tens of thousands of workers march on the Capitol in San Juan, Puerto Rico, to protest privatization.

works for a trucking company at the port.

"It was an incredible show of unity," Colón

added. "We sent the government a message they won't forget."



Teamsters Defeat Attack On Workers' Compensation

eamsters in Ohio helped defeat an attempt by corporate special interests to gut the state's workers' compensation laws.

In November, Ohio voters rejected a corporatebacked measure that would have made it difficult for injured workers to collect benefits and would have given employers less incentive to prevent safety hazards.

Teamster locals helped distribute information on the issue to overcome a 3 to 1 spending edge for big business in the campaign.

The victory showed that the labor movement is regaining strength and that "the successful **Teamsters strike against United Parcel Service** was not a fluke," according to the Cincinnati Enquirer.

"This has significant political consequences for the business community," said the president of the **Ohio Chamber of Com**merce, Andrew Doehrel.

Trusteeships Protect Members

he International Union has established a temporary trusteeship over Local 918 after an investigation by the Independent Review Board turned up evidence that officers of the local were abusing members' money and rights.

The IRB found that Local 918 officers used money from the local's health and welfare fund that should have been spent on members' benefits to inflate their own salaries and hire additional employees, including the sister of the local's president.

Officials of the local also entered into improper contracts, which included employers and company owners as "members,"

enabling them to receive Teamster benefits.

According to the IRB investigation, Local 918 has a history of corruption, including ties to the Gambino organized crime family.

The local also violated the IBT Constitution by failing to hold monthly membership meetings for years at a time and operating without bylaws approved by the General President.

The International Union has also placed Local 1129 in temporary trusteeship because of evidence that the local is not properly enforcing its only contract with an employer or managing its finances.

Gingrich Gang Uses Tax Dollars To Hire Corporate Lobbyist To Investigate Union

he Republican leadership of the U.S. House of Representatives is using tax dollars to pay a corporate lobbyist to "investigate" the Teamsters Union.

The lobbyist, Joseph diGenova, represents the American Hospital Association, a management group that often battles with the Teamsters Union on Capitol Hill when we are fighting for more affordable health care for working families.

Adding to the conflict of interest, the American Hospital Association represents the management of many hospitals where Teamster members

work or where workers are trying to organize to join our union.

The subcommittee which has hired this corporate lobbyist to investigate the Teamsters is headed by Representative Peter Hoekstra, an anti-labor Republican from Michigan.

The American Hospital Association, UPS, the American Trucking Associations, and other corporate special interests have contributed more than a quarter-million dollars to Republican members of Hoekstra's subcommittee.

Hoekstra and other members of his subcommittee have worked closely with House Speaker Newt Gingrich to

try to take away overtime pay for overtime work, let management choose workers' representatives, and gut job safety rights under the Occupational Safety and Health Act.

In 1995, Representative Hoekstra held a news conference with the American Trucking Associations and the U.S. Chamber of Commerce to urge Congress to outlaw new strategies by the Teamsters and other unions that expose corporate wrong-

Taxpayers will pay diGenova and his wife \$25,000 per month for 20 hours per week each.

on the line



Teamster warehouse workers won support from other locals and the community in their fight against corporate greed.

Churches Back King Kullen Strikers Protestant leaders urge supermarket chain not to move LI jobs to Conn.

Warehouse Workers Send Message Against Corporate Greed

hen management of the King Kullen grocery store chain announced plans to close its grocery warehouse in Long Island, New York, the company expected its 115 Teamster workers to quietly go away.

But with help from the International Union Warehouse Division, other Teamster locals, and the community, the members of Local 282 fought back against corporate greed.

Instead of accepting the company's severance offer, they went on strike

and launched a campaign to reach out to the public for support.

They distributed leaflets to customers and asked them to shop at other stores. They met with the news media to explain their position. Community and religious groups rallied at their side.

King Kullen workers didn't win their jobs back. But they did win a much better severance package, job training and placement assistance, and help for workers who are close to retirement.

The company also agreed not to close its produce warehouse, where members of Local 202 had honored the grocery workers' picket line.

In addition, workers taught a lesson to other Teamster employers in the area.

"We showed that Teamsters will fight back when faced with this type of move," said King Kullen worker Paul Kuloszewski.

Community Support Wins Contract at Washington Gas

After a 30-month battle, members of **Teamsters Local 96 who work for Washington Gas have ratified a new** contract.

The Washington Gas workers voted to affiliate with the Teamsters after their employer locked them out and imposed a "final" offer.

The International Union helped the 900 workers conduct a strategic campaign to win a decent contract.

Workers held demonstrations at the utility's headquarters, distributed leaflets at subway stops and sporting events, circulated petitions for a fair contract, and rallied at the Washington Gas stockholder's meeting.

"We won a contract because of the continued pressure we put on Washington Gas with our campaign," said Warren Davis, an appliance technician. "Management hated us taking our message to the public."

Workers formed a coalition of community, religious, and consumer organizations called Washington Gas Watch to bring public attention to their fight.

The coalition helped warn customers about the shoddy work of subcontractors and the tactics that some subcontractors use to try to sell customers unnecessary equipment.

"Now we have a sense of security and a settled contract and we can move on," said Davis. "We need to build the membership in our local and get more members involved so we're prepared to take action if necessary when this contract expires."

Anheuser-Busch Campaign Brewing

When the Teamsters national Anheuser-Busch contract expires in February, workers will be fighting to win a good contract from one of the world's largest and most profitable companies.

That's why the nearly 8,000 Teamster members at Anheuser-Busch are getting ready now.

With help from the International Union, Teamster locals are setting up "member-to-member" communication and action networks in each of the company's 12 breweries.

The network will help members stay updated on contract talks, give feedback to the bargaining team, and take part in actions on key contract issues like guaranteeing more full-time jobs, improving pensions, and ensuring a fair grievance procedure.

Anheuser-Busch members can also get information on negotiations through a newsletter, the *Teamsters A-B Update*, and a special section of the Teamsters web site on the Internet (http://www.teamster.org).



"One of the best things to come out of this contract campaign is more Teamster unity," said Larry Goodman (left), a Local 896 member, who distributed bargaining surveys to his coworkers through a member-to-member network in his Los Angeles brewery.

Locals To Get Training To Enforce UPS Gains

ow that Teamsters at UPS have won an historic contract victory, the next step is for members, local unions, and the International Union to work as a team to enforce the new agreement.

International Union Parcel Director Ken Hall announced that four regional meetings with local union leaders will be held in January and February to discuss strategies for enforcing new rights and benefits contained in the contract.

After the regional meetings, the International Union will help locals conduct training sessions for stewards on the new contract.

Members Approve Agreement by 81%

The new UPS national contract was approved by an 81 percent membership vote. One local contract supplement was still being finalized as this magazine went to press.

The new contract contains historic gains and stands in sharp contrast to the "final" offer that the company insisted on before the strike.

The agreement provides...

■ 20,000 full-time job opportunities for part-timers, including 10,000 new full-time positions created from existing part-time jobs. Before the strike, the company was offering only 1,000 new full-time jobs.

- New limits on subcontracting.

 Before the strike, the company was insisting on expanding its use of subcontracting.
- The largest-ever wage raises and major increases in pensions under existing Teamster plans.

 Before the strike, UPS was insisting on lower wage increases than under the previous contract. It also was demanding the right to control and profit from Teamster members' pension plans.



Here's an example of remarks made by management that really are a prime example of ignorant horses' butts.

Many years ago at Branch Motor Express, Milton, PA Terminal, we got news of one of our co-workers being diagnosed with terminal cancer.

Our assistant operations manager overheard the conversation and remarked. "Well, let's get him in here, so I can get all the work out of him I can before he dies on me."

Walter J. Zimmerman, Jr. Local Union 776 Harrisburg, Pennsylvania

No "Thanks"

Our supervisor runs the meat house department, and over a year on a line our people had ran 19 to 20 batches per day, which was a good run.

Our people pulled together for a week or so, and they ran 30 to 31 batches per day. Our people were excited and everyone was talking about it.

But when the supervisor was asked about it, she said, "Why couldn't they have ran 32 batches?"

That's the thanks we get at Morgan Food.

Johnny Short (Chief Steward) Local Union 89 Austin, Indiana

"Get Over It"

When I started working at UPS in 1990, my mom went into a coma after suffering a cerebral hemorrhage. The company claimed they

understood, but they balked when I took too much time off.

The coma dragged out for an emotionally draining month before my mom passed away.

As a young man of 25, I was devastated by this loss. When I asked for some time off to get through the grieving process, my 50-year-old supervisor told me:

"I lost my mother, too. Get over it!"

Marc Bergeron
Local Union 25

Cracut, Massachusetts

hired these little foremen to manage the dock. They don't know how to treat people.

We handle the freight. We know what works and doesn't work. They think we don't know anything.

They're afraid if we suggest too much we might get their job. Common sense is better than book sense any day.

Perry Tadlock Local 891 Raleigh, Mississippi

Talking About The Boss...

IN OUR SEPTEMBER ISSUE, WE INVITED READERS TO SEND EXAMPLE

OF BOSSES WHO DON'T GIVE TEAMSTER MEMBERS RESPECT ON THE

JOB. THE FOLLOWING ARE A FEW EXAMPLES OF THE MANY LETTERS

WE RECEIVED. WE THANK ALL THOSE WHO WROTE IN.

Penny Per Hour

Five years ago, a local business was in contract talks with our Teamsters Local 421, and the executive director of this business seriously offered a penny per hour pay increase, even though the resources were there for a much larger increase.

This was widely viewed as insulting, and a strike was seen as imminent.

When informed of this, my fatherin-law, a steward with UAW Local 94, said, "Strike? They ought to riot!"

When the contract was signed, a much larger increase than a penny an hour was obtained — and a riot was avoided.

William J. Cullen Local Union 421 Dubuque, Iowa

Just a Number

Big companies look at us as a number, not a person. The company has

Divide and Conquer

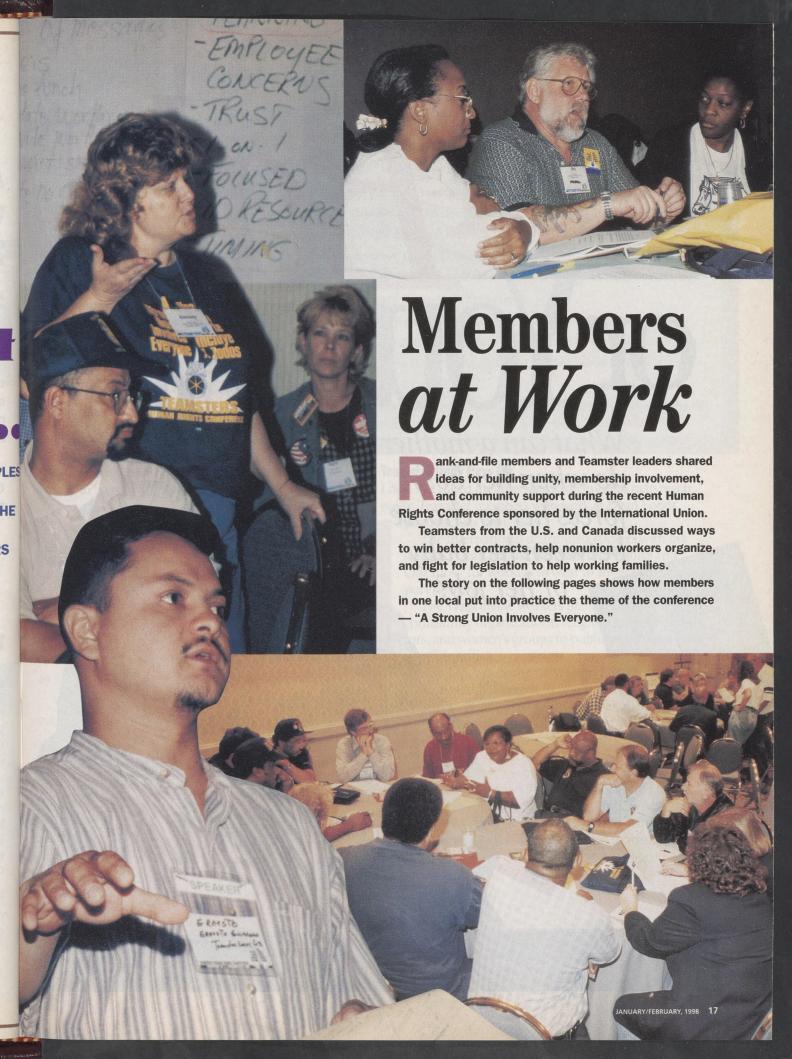
Union busting at CF is at an all-time high and the road supervisor is walking up the ladder on the backs of his road drivers.

With sleepers, he threatens us with putting us on this dreaded operation because no one can rest at all in a truck bouncing down the road with a 40,000 pound load driving the tractor down onto some rubber blocks past the spring ride.

He singles some drivers out to pat on the back, and others to drive hard and try and fire them by harassment.

He pits blacks against whites and reverse, but by communication we are united and withstanding this tactic. We are stronger union members than ever because of the way we have been treated.

Robert Chumney Local Union 667 Memphis, Tennessee



YOURS What can a mother

What can a mother do when her boss forces her to choose between her baby or her job?

Silvia Peña and her coworkers at Dean Foods won better family and medical leave rights by reaching out for support from other Teamsters and the community.

eamster Silvia Peña was under doctor's orders to stop working during her pregnancy. She had lost a baby when she was forced to work during an earlier pregnancy.

Under the U.S. federal Family and Medical Leave Act (FMLA), Peña had the right to take up to 12 weeks of unpaid leave. But that wasn't enough time.

After the leave required under the FLMA and California state law was used up, management at the Dean Foods processing facility in Watsonville, California, where Peña works, fired Peña from her job.

Management also threatened to fire three other pregnant women, even though the company had allowed workers to take 12 *months* of unpaid leave for similar reasons in the past.

Although Dean Foods may have had the legal right to fire Peña, Teamster members were ready to fight for benefits that are *better* than the law.

New Tactics Help Workers Win

hen Silvia Peña turned to her union for help in getting her job back, her union representative, Chavelo Moreno, helped her file a grievance.

But he was worried that the company might have the law on its side.

When Moreno and several Local 912 members, including Dean Foods worker Amelia Hernández, attended the Teamsters Human Rights Conference sponsored by the International Union, he got the idea of increasing Peña's chances of winning by getting members and the community involved.

When he got home, he and other Teamsters put to work the new tactics they had learned. "I think we won because the company realized all the things the union was doing – the flyers, the stickers, the rally," Peña said. "Management didn't want the bad publicity."

Know Your Rights

an you get time off work to go to weekly physical therapy appointments? Nurse a terminally-ill parent? Care for a newborn?

You can get information from the International Union about your rights under the U.S. federal Family and Medical Leave Act (FMLA).

A single copy of a leaflet on the FMLA, produced by the International Union, is free.

A "Family and Medical Leave Act Manual" is available from the International Union for \$10 per copy.

To order these resources, send your name, address, and phone number, along with the name of the material you are requesting, to the Education Department, IBT, 25 Louisiana Avenue, NW, Washington, DC 20001.

If you are ordering the manual, enclose a check payable to the IBT.

Teamster Unity Pays Off

Local 912 asked the International Union to help reach out to Teamster members who work at Dean Foods plants across the U.S.

The International distributed stickers with the slogan, "Dean Foods: We Want Our Babies and Our Jobs," for workers to wear to show their support for Peña.

The Watsonville workers planned a rally with community organizations, religious leaders, doctors, and women's groups to publicize the company's injustice.

Just days before the rally, Dean Foods caved in. Management agreed to immediately reinstate Peña with full back pay. The company also withdrew its threats to fire other mothers, and guaranteed all workers – men and women – up to 12 months of unpaid leave for medical reasons.

"The company wanted me to choose between my baby and my job," Peña wrote in a letter to all the Teamsters and community members who supported her fight. "Your decision to help me fight for my job is the reason I went back to work today."

organizing for our future

Union Under Construction

ow many Teamsters does it take to stand up to management?

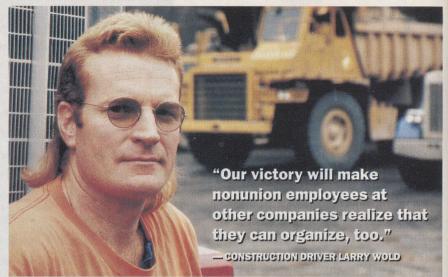
With support from other union members, a small group of construction drivers showed that they could win a big organizing victory.

When the 12 workers asked management of J.R. Hayes & Sons construction company to recognize the Teamsters Union and bargain a first contract, the company refused.

Instead, management threatened to fire workers who supported the union.

So the drivers, with help from Teamsters Local 174, called a one-day strike to protest the company's illegal actions.

A hundred operating engineers who worked for the company walked off their jobs in support. Other Team-



sters and community members came to the picket lines. Workers at a power company where some of the drivers were working honored their strike, too.

"Management figured that 12 drivers didn't have any power," said construction driver Rick Torres. "But when the operating engineers and other Teamsters backed us, the company realized that we'd stand up for

each other, and that's quite a force."

Management agreed to a Teamster contract that brought them up to the standard for union workers in their industry. That meant wage increases of more than \$4 per hour for some workers and Teamster pension and health benefits.

Precious Cargo

School bus drivers make sure that our kids get from home to school safely.

But who watches out for the drivers?

In several locations around the country, Laidlaw

"My husband hauls freight for Roadway and makes over \$20 an hour. I haul the nation's future but without a union I get less than half that."

— LAIDLAW SCHOOL BUS DRIVER KRISTI TOMLANOVICH (CENTER) school bus drivers are Teamster members.

The latest group of Laidlaw workers to organize are 40 drivers, monitors, and mechanics in Yorkville, Illinois who joined Local 673.

Laidlaw bus driver Kristi Tomlanovich says that as the wife of a Teamster member, she knows the benefits of being in a union.

She and her coworkers would like to get rid of a pay ceiling that means that workers can't get raises after they've spent 10 years on the job. They want to negotiate benefits like sick leave, paid holidays, and snow days.

"We can make the jobs better and our kids safer with a union," said Tomlanovich.

Parallel Parking

fter a show of Teamster strength and community support, parking workers at Los Angeles' three airports are now being treated equally.

Although one big company controlled parking operations at all three area airports, Teamster workers at Ontario Airport were paid lower wages and got fewer benefits than Teamster members who worked at Los Angeles International. Nonunion workers at Van Nuys Airport were paid even less.

Working with a coalition of unions and community groups called the Los Angeles Manufacturing Action Project (LAMAP), Teamsters Local 911 began a campaign to help the Van Nuvs workers organize and win improvements for workers at all of the airports.

The Ontario workers — backed by other Teamster members, students, and community activists — marched on their airport to demand higher wages and better benefits.

Workers at Van Nuys signed cards saying that they wanted to join the



union, and after the Ontario demonstration, management agreed to bargain a Teamster contract with the Van Nuvs workers too.

Now workers at all three airports will be covered by similar contracts that provide higher wages, health and dental benefits for workers' families, a pension plan, paid sick days, more holidays, and longer vacations.

"Workers at Los Angeles International and Ontario got more benefits and much more money than us because they had a union," said Jorge Enrique Alvarez, a parking worker at Van Nuys Airport in Los Angeles. "Now that we're Teamsters, too, we'll have the same contract as they do."



Pilots' Union Takes Off

hether he's driving a truck or flying a plane, Gary Smith wants a union behind

That's why the Horizon Air pilot, who is a former Teamster truck driver, helped his 550 coworkers organize to join the Teamsters Union.

The pilots, who fly mainly in the Pacific Northwest, were paid less than pilots at a sister company who were represented by a union.

"We realized that to improve our quality of life, we had to stand together," said Smith.

The pilots want to increase their say about scheduling, time off, work rules, and training. They also want to create a process for handling problems on the job.

organizing for our future

Teamwork Gets Results

ore than 800 Chicago-area warehouse workers at Ryerson Tull steel are now union members —

> thanks to a joint campaign by the Teamsters and the United Steelworkers.

After a string of failed attempts to organize to ioin the Steelworkers, Ryerson workers turned to the Teamsters for help. Local 714 organized 525 workers at two locations. Steelworkers Local 1010 organized 275 workers at two other locations.

Ryerson drivers, who are members of Local 705, volunteered to talk to Ryerson warehouse workers about the benefits of joining the Teamsters.

"The Teamsters used a whole different organizing approach than I'd seen in the past at Ryerson," said Local 705 member Mark Wilson (left), a Ryerson driver who volunteered to help in the campaign.

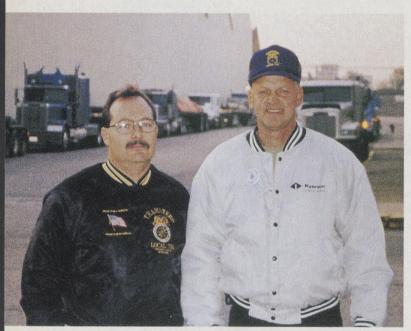
Teamster members who work for a Ryerson plant in Detroit signed petitions of support for the Chicago workers.

Ryerson warehouse workers actively participated in the organizing campaign — from handing out fliers to their coworkers to confronting their supervisors.

"The worse the company treated their employees, the more people came out in support of the union," said Wilson.

The Teamsters and the Steelworkers will jointly negotiate a contract that covers workers at all the plants.

"The company tried to divide people who supported the Steelworkers from people who supported the Teamsters," said Ryerson worker John Jezorski (right). "But we realized that the real problem is with management."



Teamster Back-Up

ore than a hundred probation officers and supervisors in Tulare County, California, will have the support of the Teamsters Union.

By a 7 to 1 margin, the workers, who had been represented by an independent association, voted to affiliate with Teamsters Local 517.

The victory is part of a cooperative effort by Teamster locals and the International Union to organize law enforcement workers in central California.





Over 300 Teamsters, Longshoremen, and members of the community rallied in a driving rainstorm at the Port of Seattle to support the fight by Washington State apple workers to join the Teamsters Union.

Much of the region's fruit is exported to Latin America and Asia through the port.

ers

0-

m-

The Seattle rally, and another held a few days later in Tacoma, Washington, protested management's refusal to recognize and bargain with the Teamsters Union at two apple warehouses.

UPS Teamsters Deliver Message: Organize!

hen UPS workers talked about how a union can help win better benefits and more job security, workers at Barker Brothers Sanitation listened.

The sanitation drivers in Union City, Tennessee, voted overwhelmingly to join Local 236.

When the Barker Brothers workers complained that the company provides no retirement plan at all, UPS package car driver Larry Young explained that he was able to retire with a pension of \$2,600 a month just after the strike.

Jesse Tidwell, a mechanic for Barker Brothers, said that talking with the UPS Teamsters helped them see how a union could help them win respect on the job.

"They told us that because they have a union, UPS has to listen to them," he said.



future of their company that FedEx workers aired at an annual shareholders meeting in Memphis.

They were joined by UPS Teamsters who are supporting their bid to join the union.

"We are concerned about more and more of our work going part-time, about subcontracting of our work, and about company efforts to intimidate FedEx workers who want to organize a union," said Leanna Cochran, a 15-year FedEx dispatcher from Indianapolis. "That's bad business."

rights on the job

How Can You Protect Your Job Security?

No one likes to think about losing your job. But the best time to protect yourself and your coworkers against a layoff or plant closing is before it happens.

ownsizing...restructuring... plant closings...

Employers often use these tactics to increase their profits at workers' expense.

How can Teamster members protect our job security when our future is under attack?

Get Protection In Writing Now

Talk to your local union leaders about negotiating language in your contract now to protect you and vour coworkers.

That language could be designed to create more good jobs. The new UPS contract, for example, requires the company to create 10,000 new full-time positions and puts strict limits on subcontracting.

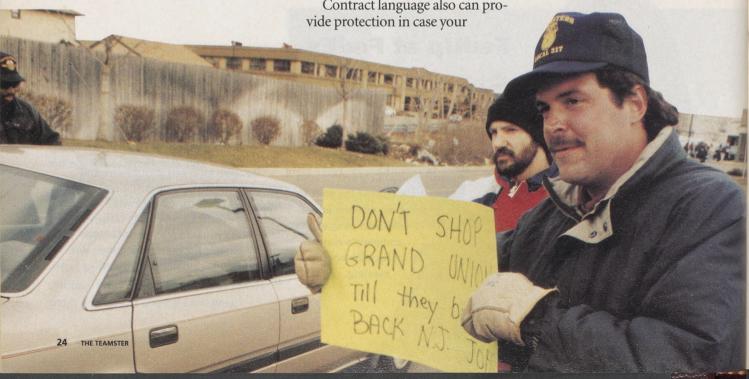
Contract language also can pro-

employer decides to restructure, downsize, or close sometime in the

- Successor provisions can allow workers to keep their jobs, even if the company is bought out.
- Contract language can be negotiated to allow Teamsters to "follow the work" if management moves production to another facility or contracts out members' jobs.
- Guarantees that workers' seniority will be respected in layoffs and recalls are common in union contracts.
- Workers can negotiate ahead of time for severance benefits like lump sum payments, continued health coverage, and retraining funds — in case of a lavoff.

Know Your Rights

The Worker Adjustment and Retraining Notification (WARN) Act gives workers in the U.S. the right to 60 days advance notice of a



plant closing or layoff that will affect 50 or more employees. Unions and affected workers may sue employers to enforce the federal law, which applies to companies with 100 or more employees.

Teamster carhaul workers in Smyrna, Tennessee, recently won \$370,000 from Allied Systems because the company closed its facility without providing sufficient advance notice to employees. The International Union helped with their case.

In addition to their cash settlement, most of the 77 drivers, who

Do Concessions Save Jobs?

Many employers use the threat of layoffs, plant closings, or privatization to convince workers to accept cuts in wages or benefits.

But in many cases, the employer's decisions about the future of a particular operation will not be affected one way or the other by concessions.

Management may just be bluffing to see if it can take money out of workers' pockets. Or it may be planning to close certain operations no matter what - and may be seeking concessions in order to save money in the process.

Teamster freight workers at St. Johnsbury trucking accepted wage and benefit concessions, supposedly to keep their company in business. But instead of investing the money workers gave up back into the company, St. Johnsbury used it to pay bonuses to managers who shut the company down.

are members of Local 327, were hired by the Teamster companies that took over Allied's work.

Watch for a Sign

Plans for layoffs or company closings are usually in the works for a long time before workers get the bad news. But workers can often get an early warning of management's plans — if you know the signs to watch for.

Immediate Warning Signs

Get immediate help from your local union if you notice...

- Removal of equipment.
- Severe cash flow problems (like bounced paychecks).
- Unusual proposals by management at contract time (a shorter contract, for example).
- Unidentified visitors touring the workplace.
- Unusual cosmetic improvements that could be designed to impress buyers.
- Real estate and property tax delinquencies.

Cause for Concern

You may have cause for concern about your job security if your employer...

- Changed ownership.
- Has changed its attitude toward workers or the union.
- Failed to reinvest in modernization or maintenance.
- Experienced decreased sales or employment.

- Suffers from mismanagement problems or management instability.
- Has another location that could handle your work.
- Is located in an area that is being rezoned for new uses.
- Doesn't do enough research and development to stay competitive.

Build Community Support

With the help of other Teamster locals, the International Union, and their community, Teamster carhaul members of Local 326 got Volkswagen to reopen a facility it was closing in the Port of Wilmington, Delaware.

They reached out to politicians, religious leaders, and civil rights organizations in their community for support in getting their jobs back.

They distributed leaflets to customers at Volkswagen dealerships in their area and asked members of other Teamster locals to do the same.

Embarrassed by the bad publicity, management agreed to reverse its plans.

Send a Message to Other Employers

Grocery warehouse workers in New York and New Jersey have been hit hard by employers shifting work to nonunion distributors. But they haven't accepted defeat.

When Grand Union grocery stores closed two warehouses, eliminating 500 Teamster jobs, workers leafletted outside the company's stores and asked customers to shop somewhere else. Workers' efforts have not won back their own jobs, but they have sent a strong message to other area employers to think twice about following Grand Union's lead.

TEAMSTER

If you've ever been yelled at by an angry supervisor...

If you know exactly how many minutes it takes from your front door to work...

If joking with people you work with helps you break the monotony of the work day...

Then you'll be able to relate to

Teamster member Christian Thomas' lively and insightful poems.

Thomas, a 26-year-old steward in Local 830, bases his poetry on his experiences working at a steel casting company in Burkes County, Pennsylvania.

In his poems, Thomas brings to life characters that will seem familiar even though you don't know them...

...like "Slaggy," who doesn't want to ruin his kid's birthday party by telling his wife that he got fired...

...and 18-year-old "Disasterboy," who works to support a costly Monster Truck habit...

...and Dewayne, who tells everyone he won almost a million dollars in the lottery, and no one knows whether to believe him.

Thomas has seen the community where he grew up devastated by plant closings. His own father was "downsized" by the local power company.

Corporations say those jobs will be replaced by high-tech employment. But "you can't put software into your tupperware," Thomas writes.

Christian Thomas' collection of work-life poems, *Moly & Manganese*, is available for \$11, including postage. Order copies by sending a check to Christian Thomas, 204 North 10th Street, Lebanon, PA 17046.

This Weekend

"...The abundance of a rich man permits him no sleep."

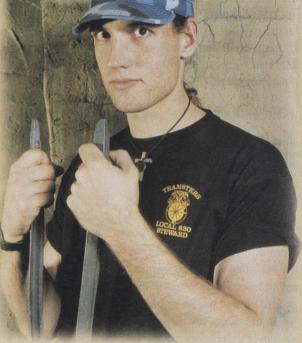
— Ecclesiastes 5:12

This weekend
I think I'll stay awake
from the time
I get off shift
on Friday
'til I go back

all sixty-four hours. I don't want to miss even an instant of freedom.

Sunday night.

I can sleepwalk through next week anyway.



RERUN ELECTION TIMETABLE TEMPORARILY SUSPENDED

On December 2, the United States District Court for the Southern District of New York (Hon. David N. Edelstein) appointed Michael Cherkasky as the new Election Officer to oversee the rerun election of International officers for the IBT. Mr. Cherkasky replaces Benetta M. Mansfield, who had been appointed as Interim Election Officer by the Court on October 1. Ms. Mansfield has agreed to serve as Deputy Election Officer.

On August 21, 1997, Election Officer Barbara Zack Quindel issued a decision finding that the Election Rules were violated and that the violations may have affected the outcome of the 1996 International Officer election. Based on these findings, the Election Officer refused to certify the results of the election and ordered a rerun election for all positions except for Central Region Vice Presidents and the President of Teamsters Canada.

Also, on August 21, the Election Officer sought approval of a Proposed Rerun Election Plan. The Rerun Plan was approved and adopted by the Court on September 29. The decision approved the Rerun Plan as submitted by the Election Officer, with a modification requiring previously nominated candidates to run on the same slate as they ran on in the initial election. In its decision, the Court underscored the importance of maintaining free and democratic IBT elections and of the Election Rules as the "linchpin in that effort." The Court stated, "This Court and its appointed officers remain dedicated to the goal of union democracy. An honest, fair and informed election is of paramount importance as this Union continues on its path to rid itself of the remains of corruption and deceit."

On October 1, 1997, the Court appointed Election Appeals Master Kenneth Conboy as Election Officer solely for the purpose of investigating and deciding the issue of whether Ron Carey should be disqualified as a candidate in the rerun election. Shortly after his appointment, Mr. Conboy requested that the Interim Election Officer request a short extension of the rerun election timetable so he

could complete his assignment. Based upon a request made by the Interim Election Officer, on October 20, 1997, the Court ordered an extension of the timetable dates for the rerun election.

On November 17, Mr. Conboy sitting as an Election Officer, issued a decision disqualifying Mr. Carey as a candidate in the rerun election. *See In re: Cheatem*, Post - 27 - EOH (November 17, 1997) (supplemental decision). Mr. Carey has appealed this decision to the Court.

Also on November 17, Mr. Conboy, in his role as Election Appeals Master, reversed a decision of Election Officer Quindel and directed the Election Officer to "thoroughly and convincingly investigate" and resolve all of the allegations in a protest filed by the Carey Slate involving contributions to James P. Hoffa and his slate in the initial election. In this decision the Election Appeals Master stated, "To the extent that the Court approved time table presently in place for the rerun election renders that task difficult or impossible to complete, the Interim Election Officer may petition the District Court to modify the election time table."

On November 20, 1997, the Interim Election Officer asked the Court to suspend the rerun election timetable for a 45-day period to enable the Election Officer to begin investigating the protest against Mr. Hoffa and his slate and to better estimate the duration of the investigation. At the end of this period, the Election Officer stated, an Application would be made to the Court for a proposed revised timetable for the rerun election of International officers. The Court granted the request for the suspension of the rerun election timetable on November 21, 1997.

As the newly appointed Election Officer, I will be investigating the allegations in the protest filed against Mr. Hoffa and his slate, along with continuing the day-to-day work of the Election Office. My goal and my mandate is to fully insure that the members of the IBT have a fair, honest, open and informed rerun election of International officers. In early January, 1998, I will be proposing to the Court a new timetable for the rerun election.

While the timetable has been suspended, the other pro-

visions of the Rerun Plan and the Election Rules remain in effect. The Rerun Plan supplements, but does not replace the Election Rules. Where provisions of the Rerun Plan and the Election Rules are inconsistent, the terms of the Rerun Plan will govern. The provisions of the Rerun Plan are summarized as follows:

Slates

The Rerun Plan requires previously nominated candidates who appeared on the ballot as part of a slate to run on the same slate in the rerun election. However, previous slates which want to fill any vacancies in the slate or new slate composed of newly nominated candidates must file slate declarations with the Election Officer at a date to be set by the Court.

Notice of Rerun Election and Nominated Candidates

Under the Rerun Plan, the Election Officer will prepare a "Notice of Rerun Election and Nominated Candidates" that will include a list of all successfully nominated candidates. This Notice will be posted on all Union bulletin boards and published in a special election edition of The Teamster magazine.

Union Publications

Under the supervision and control of the Election Officer, the International Union will produce and distribute a special election edition of The Teamster magazine that will contain only candidates' campaign material and electionrelated material designed by the Election Officer including the "Notice of Rerun Election and Nominated Candidates." This special election edition will be mailed to all members in the United States and Canada shortly before the ballots are mailed for the rerun election.

The Rerun Plan imposes a temporary suspension of all union-financed publications that are produced and distributed on a periodic basis for the two-month period before the count of the ballots in the International officer election.

Campaign Contributions and Disclosure

The Rerun Plan prohibits campaign contributions from non-IBT members, including retirees and former members. The Rerun Plan limits contributions to any candidate(s) and/or slate(s) in the rerun election to \$1,000 per individual member and \$5,000 per candidate. Contributions from non-members who are part of a member's or candidate's immediate family (i.e., spouse, parents, children and siblings) are permissible but will count toward the member's or candidate's contribution limit.

Candidates, slates and independent committees will file Campaign Contributions and Expenditure Reports ("CCERs") with the Election Officer on a schedule which has been set by the Election Officer. Candidates and slates must also send copies of these monthly CCERs to opposing slates and independent committees. The Rerun Plan requires more detailed reporting on the CCERs of all financial contributions, regardless of amount, received by candidates, slates and independent committees.

Any member desiring to file a protest alleging a violation of the Election Rules or the Rerun Plan, may do so by faxing a copy of the protest to the Election Officer at 202-624-3525, by personal delivery to the Election Office, or by overnight mail. The protest should contain a clear written statement of the alleged improper conduct, and should identify by name, address and telephone number each person or entity involved in the protest.

Any member or other person desiring to offer information or evidence in a protest may contact the Election Office at our toll-free number, 1-800-565-VOTE or by sending the information to the Election Officer at 444 N. Capitol St., NW, Suite 445, Washington, DC 20001.

Any member may also write the Election Officer or call on the toll free number to request a copy of the Election Rules or the Rerun Plan.

Michael G. Cherkasky **Election Officer**

REPORT XXXVII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster

DATED: December 4, 1997

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I. INTRODUCTION

This is the Independent Review Board's ("IRB") Thirty-seventh Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including four new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports. We refer to Mr. Carey as General President since, at the time of the various events outlined in this Report, he had not taken a leave of absence nor had the IRB-recommended charges been filed against him.

II. NEW INVESTIGATIVE REPORTS

A. LOCAL 918 - Brooklyn, New York

On September 16, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 918 be placed in trusteeship because the Local is not being conducted in accordance with the International Constitution or for the benefit of its members. The Report alleged that the current Executive Board has engaged in a pattern of conduct which prevents the members from obtaining information and exercising their rights. It appears that the Local has never operated under approved Bylaws since it was chartered in the 1950s, and has failed to hold a general membership meeting in the past ten years that was attended by more than 22 members. In addition, the Report alleged that the Local's solvency has become dependent upon money received from the health and welfare and pension funds. Finally, in negotiating collective bargaining agreements, the officers apparently allowed employers to be members.

On October 3, 1997, General President Carey put Local 918 in trusteeship. Trusteeship hearings were held on November 5 and December 1, 1997. We will keep you informed.

B. CHARLES THIBAULT, ALFRED MORRISON, VAL NEAL, WAYNE MASLEN, RICHARD GODIN, VINCE JOHNSON AND CECIL McEWAN — Local 938, Mississauga, Ontario, Canada

On October 15, 1997, the IRB transmitted an Investigative Report to General President Carey concerning charges against the above-named Executive Board members of Local 938. The Investigative Report recommended that each be charged with failing to cooperate with the IRB by refusing to allow a books-and-records examination. On November 12, 1997, General President Carey filed charges against the above-named Executive Board members, a panel was to be appointed, and a hearing date will be set. We will keep you informed.

C. WILLIAM W. HAMILTON, JR.

On October 22, 1997, the IRB transmitted an Investigative

Report to Members of the General Executive Board concerning charges against former IBT Director of Governmental Affairs William W. Hamilton, Jr. The Investigative Report recommended that Hamilton be charged with arranging to have and having the IBT donate money to advocacy groups as part of a scheme in which, in return for the IBT's donations, individuals would donate money to benefit the Carey campaign. The Report alleged that Hamilton requested that the IBT make and that the IBT did make donations to Citizen Action, Project Vote and the National Council of Senior Citizens. The Report alleged further that Hamilton recommended that the IBT make these donations knowing that such donations by the IBT would result in donations being made to assist the Carey campaign.

The General Executive Board filed the charges referred by the IRB and returned the matter to the IRB for a hearing. A hearing scheduled for December 16, 1997, was postponed. We will keep you informed.

D. RONALD CAREY

On November 25, 1997, the IRB issued an Investigative Report to Members of the General Executive Board concerning charges against Ronald Carey. The Investigative Report recommended that Carey be charged with bringing reproach upon the IBT. The Report alleged that Carey, in breach of his fiduciary obligations, authorized IBT contributions in October 1996 to Citizen Action, Project Vote and the National Council of Senior Citizens, totaling \$750,000, knowing the contributions would result in a personal benefit to him in money to pay expenses for his re-election campaign. The Report alleged further that Carey failed to exercise his fiduciary obligation to inquire into the circumstances surrounding his co-fiduciary's recommendations of these transactions.

On December 3, 1997, the General Executive Board filed the charges referred by the IRB and returned the matter to the IRB for a hearing. A hearing has been scheduled for January 20 and 21, 1998.

III. STATUS OF PREVIOUS IRB CHARGES

A. GLENN BOGGIA — Local 282, Lake Success, New York

In past issues of the Teamster magazine, we reported that on August 6, 1996, the IRB issued an Investigative Report to Local 282 Trustee Gary LaBarbera concerning Glenn Boggia. The Investigative Report alleged that Boggia accepted a bribe from an informant posing as a contractor's representative on a Queens construction project. On March 24, 1997, counsel for Boggia appealed General President Carey's decision which permanently barred Boggia from the IBT. On April 15, 1997, the IRB notified General President Carey that the proceedings against Boggia were flawed and that a mew hearing should be set. A new panel was appointed and a hearing was held on June 25, 1997. On September 23, 1997, General President Carey permanently expelled Boggia from membership in any IBT affiliate, barred him from employment by any IBT affiliate, including consulting work, and barred him from receiving any compensation or benefits from any IBT affiliate, except for fully vested pension benefits. Boggia, through his attorney, appealed the decision. Appeals materials from the attorney are under review by the IRB. We will keep you informed.

B. JOSEPH J. LODOLCE - Local 398, Rochester, New York

In past issues of the Teamster magazine, we informed you

that on March 19, 1997, the IRB issued an Investigative Report to General President Carey concerning charges against member Joseph J. LoDolce. The Investigative Report recommended that LoDolce be charged with being a member of organized crime while a member of Local 398. On March 27, 1997, General President Carey adopted and filed charges against LoDolce and referred them back to the IRB for a hearing. An IRB hearing was held on June 4, 1997, at which the IRB found that the charge was proved. As a penalty, LoDolce has been permanently barred from membership in the IBT and may not hereafter obtain employment, consulting or other work with the IBT or any IBTaffiliated entity. Judge Edelstein approved IRB's decision on September 30, 1997.

C. BRUCE W. PRESLEY — LOCAL 497, AKRON,

In past issues of the *Teamster* magazine, we informed you that on April 15, 1997, the IRB issued an Investigative Report to the Members of Joint Council 41 concerning Local 497 Secretary-Treasurer Bruce W. Presley. It was alleged that Presley made interest-free loans in excess of \$2,000 to himself through advance payments of salary, embezzled Local 497 funds by means of a pay increase without approval of the Executive Board, and authorized the signing of checks drawn on Local 497 accounts in violation of Local 497 Bylaws and the IBT Constitution. Joint Council 41 filed charges against Presley and on June 22, 1997, notified the IRB that it found Presley to be not guilty of the IRB charge. On August 6, 1997, the IRB advised Joint Council 41 that the Panel decision was inadequate. The Joint Council 41 panel reconvened for hearing purposes on September 24, 1997, and again found Presley not guilty. The decision is under review by the IRB.

D. TYSON JOHNSON - Local 745, Dallas, Texas

In previous issues of the Teamster magazine, we informed you that on September 17, 1996, the IRB transmitted an Investigative Report to Local 745 Trustee James Buck, concerning, among others, Local 745 Recording Secretary Tyson Johnson. The Report alleged that for many years the officers at the Local, in violation of criminal law, made interest-free loans in excess of \$2,000 each to themselves and other full-time officers and Business Agents through making advance payments for vacation pay. A hearing by a panel appointed by Trustee Buck was held on February, 7, 1997. General President Carey's decision of July 1, 1997, suspended Johnson from membership for one month and barred him from all positions and from accepting any money or compensation from the IBT or any of its affiliates for one month. On August 4, 1997, the IRB notified General President Carey that his decision on Johnson was inadequate as to penalty. On August 6, 1997, General President Carey increased Johnson's penalty period from one month to three months. The IRB notified General President Carey on September 16, 1997, that his decision was not inadequate.

E. JOHN A. COMPONO AND HENRY TAMILY-Local 813, New York, New York

In past issues of the *Teamster* magazine, we informed you that on March 19, 1997, the IRB issued Investigative Reports to Trustee Eugene Maney concerning charges against John A. Compono and Henry Tamily. The Investigative Report on Compono recommended that he be charged with failing to cooperate with the IRB by refusing to appear for his sworn in-person examination. The Investigative Report on Tamily recommended

that he be charged with engaging in a criminal enterprise from at least in or about 1992 to 1995, while a member of Local 813, and committing acts including, but not limited to, extortion, restraint of competition and falsification of business records. Moreover, it was alleged that Tamily had no legitimate basis for his IBT membership.

On March 25, 1997, Trustee Maney charged Compono and Tamily as recommended by the IRB, a panel was appointed by General President Carey, and hearings were held on May 21, 1997. On August 12, 1997, General President Carey issued decisions on Compono and Tamily which permanently barred each from the IBT. On September 16, 1997, the IRB notified General President Carey that his decisions were not inadequate.

F. JAMES SANTANGELO AND RICHARD MID-DLETON - Local 848, El Monte, California

In the last issue of the Teamster magazine, we informed you that on August 4, 1997, the IRB issued an Investigative Report to Joint Council 42 concerning charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton. The Investigative Report recommended that each be charged with creating a Severance Plan designed to accelerate severance payments and eliminate the need for termination from employment, and by distributing payments to themselves and others in contravention of the Local's Bylaws. The report alleged that the checks they signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. Hearings were held on September 22 and 23, 1997. On October 21, 1997, Joint Council 42 notified the IRB that it dismissed the charges in their entirety. That decision is now under review by the IRB.

G.LOCAL 868 - New York, New York

In the August/September issue of the *Teamster* magazine, we informed you that on May 30, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 868 be placed in trusteeship because the Local was not being run for the benefit of its members. The Report alleged that the Local entered into apparently sham collective bargaining agreements, allowed members to work for years under expired agreements and allowed owners of employers to be Local members. In addition, the Report alleged that the Local's principal officer, Joseph Moran, had relationships with employers which were not at arm's length. Further, the Report alleged that the Local officers performed favors for Gambino La Cosa Nostra Family associates. Lastly, the Local's financial condition is poor, having suffered recurring losses from operations for at least the years 1993, 1994 and 1995, and having remained heavily in debt at the end of December 1996.

General President Carey imposed an emergency trusteeship over the affairs of Local 868 effective June 11, 1997, and appointed Joseph Padellaro to serve as temporary Trustee of Local 868. The IBT appointed a hearing panel and a hearing was held October 14, 1997. The panel was preparing its decision. We will keep you informed.

H.LUIS DIAZ AND LOUIS J. DIMARIA — Local 868, New York, New York

In past issues of the Teamster magazine, we informed you that the IRB transmitted Investigative Reports to the Executive Board of Local 868 concerning charges against Luis Diaz and Louis J. DiMaria. Each was charged with failing to cooperate with the IRB by refusing to appear for a sworn in-person examination. Subsequently, each was given another opportunity to appear and did appear for his examination. On May 22, 1997, the IRB notified the Executive Board that it should review the disciplinary matter concerning Diaz to consider a penalty because of Diaz's initial failure to cooperate with the IRB and it should hold a rehearing on the charge against DiMaria so that all the relevant information, including information in the transcript of his sworn examination, could be considered.

On July 9, 1997, the IRB notified Joseph Padellaro, the newly-appointed temporary Trustee of Local 868, that action should be taken to resolve the Diaz and DiMaria matters. Trustee Padellaro suspended Diaz from membership for three months and the IRB determined that the decision was not inadequate. General President Carey appointed a panel which held a rehearing on DiMaria on November 12, 1997. We will keep you

informed.

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I. SCOTT BELLOCCHIO, ANTONIO MANFREDI, CORRADO MANFREDI AND NICK MANFREDI

— Local 918, Brooklyn, New York

In the last issue of the *Teamster* magazine, we informed you that on July 2, 1997, the IRB issued Investigative Reports to the Local 918 Executive Board concerning charges against the above- mentioned members. The Investigative Reports recommended that each be charged with failing to cooperate with the IRB by refusing to appear for his sworn in-person examination. Charges were filed by the Local 918 Executive Board and hearings were held on July 24, 1997. On August 4, 1997, the Local 918 Executive Board notified the IRB that each of the above-mentioned members was permanently barred from membership in Local 918 and the IBT and from employment or receiving any benefits from Local 918, the IBT or IBT entities, except fully vested benefits. On September 16, 1997, the IRB notified the Local 918 Executive Board that its decisions were not inadequate.

J. LOCAL 1034 - New York, New York

In the last issue of the *Teamster* magazine, we informed you that on August 4, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 1034 be placed in trusteeship because the Local has engaged in a pattern of entering into apparently sham collective bargaining agreements in which owners and employers were allowed to be Local 1034 members with full rights to IBT membership. The Report alleged that the Local was not being conducted in accordance with the IBT Constitution or for the benefit of the members. In addition, the Report alleged that business agents signed owners to the sham contracts rather than organize employees of the companies, and the Local entered into sham contracts covering members in Florida in violation of its geographic jurisdiction.

On August 20, 1997, General President Carey placed Local 1034 in temporary trusteeship. A trusteeship hearing was held on October 1, 1997, and the IRB was informed that the panel was preparing its decision. We will keep you informed.

K. JOSEPH T. STAUFFER - Local 510, Orrville, Ohio

In past issues of the *Teamster* magazine, we informed you that on March 19, 1997, the IRB issued an Investigative Report to the Local 510 Executive Board concerning former Secretary-Treasurer Joseph T. Stauffer. The Investigative Report recommended that Stauffer be charged with embezzling approximately \$8,146 in Local 510 funds by engaging in a pattern of golf-relat-

ed expenditures not related to union business and causing the Local to pay for these items. Stauffer subsequently reimbursed the Local for these items and, by agreement, permanently resigned from the IBT and all IBT affiliates. Judge Edelstein approved Stauffer's agreement on July 8, 1997.

L. LOCAL 714 - Chicago, Illinois

On September 25, 1997, the IRB transmitted a follow-up Report to General President Carey regarding the trusteeship imposed by the IBT upon the IRB's recommendation of August 5, 1996. The follow-up Report contains the IRB's concerns on

the administration of the trusteeship.

Although some changes have been made, it appears that other problems still exist. In the Local's trade show and movie division, for example, it appears that members of the Hogan family, the family which previously ran the Local and the trade show and movie division, may have been assigned to work on movie productions without regard to the Local's seniority system. In addition, it appears that members who own companies which do business with trade show contractors and movie production companies may still be permitted to hold positions of authority within the division. General President Carey's response of November 13, 1997, was under review by the IRB.

IV. TOLL-FREE HOTLINE

Since our last Report to you, the hotline has received about 180 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB. (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-

8084.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Room 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001 "I am completely satisfied with the whole program. The payments have been always on time.

Whenever I have requested any information by phone or mail, it has always been promptly answered. Keep up the great work."

— Vincent Cerrato Teamster retiree
Commack, New York

TEAMStarr Starts Where Medicare Stops

etirees can insure themselves against high out-of-pocket health care expenses, eliminate claims filing headaches, and get Medicare questions answered with the TEAMStar Medicare supplemental insurance.

Teamster retirees age 65 and older (and their spouses or surviving spouses) can join more than 6,000 seniors who have already enrolled in TEAMStar.

The program offers four different plans with affordable premiums, nationwide acceptance, the freedom to select your own doctors and hospitals, and the convenience of automatic claims filing.

TEAMStar also has a special member services toll-free help line for information and counseling on Medicare rights. The service is provided by an independent nationally-recognized non-profit Medicare Rights organization.

TEAMStar is available in all states except Florida, Louisiana, Minnesota, New Hampshire, Pennsylvania, and Washington.

Call now to take advantage of TEAMStar's annual open enrollment period. From January 1 through February 28, eligible Teamsters are guaranteed acceptance with no waiting periods regardless of pre-existing conditions.

Call TEAMStar toll-free 1-800-808-3239 (9a.m. - 5:30pm EST)

TEAMStar IS UNDERWRITTEN AND ADMINISTERED BY UNITED AMERICAN INSURANCE COMPANY, MCKINNEY, TEXAS.

R A F 6 1 1 1 6

Freight Contract

This letter is concerning our upcoming [freight] contract talks. Following are ideas and concerns about which myself and many of my fellow Teamsters have been talking for years. We would like to see the following issues negotiated at the next contract for break bulks.

1) Skipped Lunch Option: We would like to see a provision for being able to skip our lunch if we so choose. This would allow us to go home earlier and would eliminate the shift overlap, which the company will appreciate — everybody wins!

2) Night Differential Pay: It doesn't seem right at midnight workers have to be away from their wives and families in addition to freezing at night while receiving the same pay as the men working days and enjoying families and warm feet.

3) Extend Dock Workers Driving Radius From 180 to 250 Miles: Loosen these rules for dock workers driving over the road. Give us a chance to use our CDLs more often and alleviate some of the pressure from the driver board.

4) One Long Haul Run For Dock Workers Per Weekend: The driver board is always exhausted by the weekend because they take themselves off the board or have run out of hours. Why not allow each dock worker to take one long haul run per weekend over the road?

5) Nester Pay: Why not give the nester an extra dollar or two for that day as compensation for the extra responsibility? The foreman could sign his card just as he does for hostling or heavy-duty driving.

6) Weekend Deliveries: I understand that Saturday deliveries at "end of the line terminals" are overtime because no one normally works the weekends. But at

Teamster Songwriter

I am a full-time package car driver for UPS in Nashville, Tennessee.

I moved to Nashville in 1994 to pursue my music career. I wrote this song at 3 a.m. on the picket line during the strike.

WHITE COLLARS AND BLACK TIES

Verse I: Union City, USA
In picket lines on Labor Day
Are promises now a dying breed
Reborn in the form of corporate greed
America, we have a choice
Turn our heads or we can raise our voice

Chorus: White Collars and Black Ties
Wolf's tryin to pull the wool over our eyes
But we are gonna stand proud and tall
The IBT has been forced to fight
There's a band of brothers out on strike
And we are gonna reign in victory
We ain't givin' up, we ain't backin' down
Open your eyes and take a look around
We see through your thin disguise
Of those White Collars and Black Ties

Verse II: Workin' man takes a stand
Our future lies in our pension plan
Part-time workin' like a full-time slave
Blood, sweat and tears for an unfair wage
The more we give, the less they wanna share
A little of the billions we make 'em each year

Bridge: We're not lookin for a confrontation We're speakin out for the entire nation American people are tired of fakin'

Repeat Chorus

Len Hughes Local Union 480 Nashville, Tennessee

break bulks, that is not the case. Let the lower seniority people who work weekends have an opportunity to pick up rails or make an odd Saturday delivery occasionally. The only way this is going to happen is if break-bulks are exempt from the "city on weekends is overtime" rule.

Warren E. White, III Local Union 492 Albuquerque, New Mexico

Fight For Change

"If you don't like the way you are being treated, quit and find another job." "If you don't like your job, you know where the door is." Statements like this really set me off.

I have been a UPS driver for over 25 years. Most of the

time my job is very rewarding and satisfying, but sometimes management steps in and cuts this, rearranges that, or tries to deny me the benefits I have fought for.

After 25 years, why should I just quit, roll over and play dead, or hit the streets trying to start over in a new career? I'll stay around, fight to make things better and more fair.

Bob Chrane Local Union 657 Brownwood, Texas

Order Union

When I order anything that has to be shipped, I always ask if they use UPS as their carrier.

Recently I ordered something from L.L. Bean Co. and was told they use FedEx. It

speaking out

was amazing how quickly they changed my order to UPS when I said I would refuse the package or ship it back when it arrived if they didn't use UPS. It's up to all of us to help!

> Tom Olson(retired) Local Union 346 Duluth, Minnesota

Strike Fund

The UPS strike showed the need for a strong strike fund. \$55 a week is not enough.

We need a \$250 per week strike benefit. Two dollars a month from each member's monthly dues is not much. The fund would accumulate about \$36 million in 12 months time.

At the end of 36 months, discontinue the monthly assessment. It would only be reinstated to replenish the fund after a strike.

It should be kept in a separate mutual fund trust, allowed to grow from accumulated interest to be used only for its intended purpose.

Let's not procrastinate any longer. Get it started now. A healthy strike fund is the best bargaining tool the Teamsters union can have.

Phil Mullins Local Union 745 Dallas, Texas

Union Job

In response to "Cry Baby," in your August/September issue, I would just like to say right on, Mr. Grevas.

My husband has been a Teamster for three years now and things are going great for

Before Yellow Freight came into our lives, he worked twice as hard for less pay and worse benefits.

If union members think their job is so horrible, I dare them to go work for a nonunion company. They will be back before they can say "Teamster."

Mrs. Donald T. Beyer Local Union 407 Lakewood, New Jersey

UPS strike re-energizes labor

■ Settlement: Union leaders see possible turning point in relations with management.

BY SCUTT THURM

The Teamsters union appears to have won its Showdown with Unived Parcel Ser-

Tuesday night approved the pact, clearing the way for wandout union members to return to work תוחו נט work

CHICAGO TRIBUNE NOVEMBER 11, 1997

Labor's organized attack helped derail trade vote

By Stephen Franklin TRIBUNE STAFF WRITER

Never before, Joe Costigan was boasting Monday, had he seen so much union sweat spent in Chi-cago over such an issue.

"We started in June and we fin-ished with a big kabong. We had

Bowing to organized labor's clout is a stunning turnaround from a few years ago when politicians hardly gave it a passing nod. Along with the Teamsters Union's victory last summer over United Parcel Service Inc., union officials say the fast-track

win adds up to victories in poli-tics and labor struggles on a scale they have not seen in the last quarter century.

Early organizing, widespread grass-roots drives, extensive use of publicity focused on political foes likely to shift their votes.

There's A New Strength In Our Union

fter years of taking it on the chin, working people are fighting back against corporate greed. Our victory at UPS and our defeat of NAFTA Fast Track show that there's a new energy in the Teamsters Union that is helping to wake up the entire labor movement.

The key to our new success is the involvement of Teamster members, retirees, and family members.

If you would like to know more about how you can get involved in your union, contact your steward or local union leaders.

Or write for a copy of the "Teamsters Action Plan for a Strong Union," Teamsters Field Services Department, 25 Louisiana Avenue N.W., Washington, DC 20001.

You can help:

- Get involved in campaigns to win better Teamster contracts. Volunteer to get information out to your coworkers and to help build community support.
- Know your rights on the job. Work with other members and your local union to make employers live up to their obligations under Teamster contracts and the law.
- Build Teamster bargaining power by organizing more workers. Volunteer to talk to nonunion workers about joining us so all working families will have more clout.
- Take part in Teamsters independent political action, including rallies, petition drives, phone banking, and other actions on issues important to working people.

MARCH 1998 New Political Attacks on Working Families

Community Support Saves Jobs Organizing a Stronger Union



ANTAS ET

WINNING BETTER CONTINACTS

...FIND OUT HOW



speaking out

Political Giveaway

Political Giveaway is what my fellow Teamster retirees call those money donations to the political parties in Washington.

We all feel that those millions of dollars would have been better spent on some of our earlier years' retirees that receive a very small pension in comparison to today's retiree.

> Ernest Protzer (retired) Local Union 51 Roseville, Michigan

Unsafe Equipment

I have worked with Roadway Express, Inc., for nine years. I have always taken pride in doing my job and doing it right. I am a driver-hostler.

During the course of my job on a daily basis, I report defective equipment to line-haul management (brake linings, spring brakes, wheel seals, loose wheel nuts).

These equipment defects are hazardous to the safety of the drivers and the public. Management takes it upon themselves to order defective equipment to the ready line

without making the proper repairs or even informing the garage or the road driver of the defects reported.

I would not be sending this letter it it was not for the severity of the situation. This is a very serious problem with unsafe equipment going down the road because of "Corporate Greed," for a life cannot be replaced.

Michael È. Harrison Local Union 375 Cherry Creek, New York

Need to Organize

I retired in '91 from Michigan, I moved to Tennessee in '92. Since I have been in Tennessee, I've talked to a lot of people about unions and all I hear is f— the union.

Sometimes you hear a person say I would like to join the union but they will not do anything for the members.

Periodically I have women tell me "I wish we had a union."

Recently, a UPS driver in Paris, Tennessee, told me he withdrew from the union

because the union doesn't care about them.

Sounds like our officials are not getting out and educating people the way they should.

There are a lot of possible union people here in Tennessee if someone would make some effort.

Horace Bell Big Sandy, Tennessee

UPS Strike Spurred Organizing

On the heels of the victory over UPS, which opened up a lot of eyes here in Westmoreland County, the Executive Board of Teamsters Local 30 considered this to be a golden opportunity to increase our organizing efforts by hiring a full-time organizer.

Since the strike, we have been successful in three out of four organizing campaigns. The new members all cited that the reason they attempted to "go union" was that they were so impressed with the Teamsters' ability to stand up against such a large and influential company as UPS.

Hopefully, we will be able to report to you soon that we have enjoyed yet another small victory for the labor movement. It is so important for all local unions to be reminded that a lot of "small victories" add up to a "big gain" for the working families in America.

Ron Miller, President Local Union 30 Jeannette, Pennsylvania

UPS Drivers

Every issue of the *Teamster* seems to devote quite a bit of time to the UPS employees.

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of *The Teamster* Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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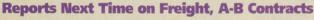
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Pensions

OFREIGHT 98

As this magazine went to press, a proposed new national freight contract was being reviewed for membership ratification.

In addition, negotiations were continuing for a new national contract with Anheuser-Busch.

Both contract campaigns will be updated in a future edition.



Cover Story — Page 6

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Community Leafleting Saves Warehouse Jobs

or years, the nonunion warehouse company C&S Wholesale Grocers has been taking over Teamster warehouses, destroying good jobs, and driving down pay and benefits for other union workers in the industry.

But a major Teamster contract victory for members of Local 863 is bringing those days to an end.

C&S has agreed that the Pathmark warehouse in New Jersey will remain union after a C&S takeover.

The victory follows many months of consumer leafleting at grocery stores coordinated by the International Union Warehouse Division and local unions in New Jersey and New York.

The leafleting protested the destruction of good jobs when C&S took over distribution for chains like Edwards, Grand Union, and King Kullen.

The protests sent a message to management of C&S and other grocery firms that attacks on Teamster families would damage the companies' relations with the whole community.

"When we went over to New York to



Pathmark workers in New Jersey like Local 863 member Dave Andrews enjoy a new Teamster contract even though C&S took over the warehouse.

demonstrate, they realized that the Teamsters is a force to be dealt with," said Pathmark worker Jimmy Felton.

"This shows what Teamster families can do when we stand up to employers and build support in the community," said Tom Leedham, International Union Warehouse Director.

C&S Agrees To Be Neutral When Workers Organize

eamsters have won a breakthrough agreement with C&S to protect warehouse workers' job security.

If C&S takes over a Teamster warehouse, the company will negotiate with the union.

If C&S opens a new warehouse or takes over a nonunion facility, workers will be able to organize to join the Teamsters without interference from C&S.

The new agreement covers C&S operations in the metropolitan New York area, New Jersey, Oregon, Washington State, California, and Washington, DC — areas where C&S has attempted to take over work done by Teamster members.

After three years, the company and the Teamsters will look at expanding the agreement to other areas.

"This will take the edge off when we have to go to the table for negotiations with management," said Pete Barrese, a Local 802 member who works at Key Foods, where workers agreed to concessions last year to keep their company from contracting out their jobs. "C&S won't be so much of a threat anymore."

MIEWS OF ANGLES OF STRUCK STRU

The Boss Says He's In "Heaven" The Workers Are
Organizing For Their Share

very now and then, a corporate executive says publicly what he really thinks of working people.

It happened recently when Bob Mathison, co-owner of one of the largest apple companies in the world, talked to the *Seattle Times* before warehouse workers were due to vote on whether to become Teamsters.

Mathison's company is part of an industry that receives \$22 million per year in subsidies from American taxpayers and that tripled its sales over the past 10 years.

Touring his estate with a reporter,

Mathison said, "It's just like heaven. And we'd like to keep it that way.

"We are blessed with a bountiful labor supply," he added. "If there is something we want done, we throw bodies at it and they cost \$7.50 an hour."

Unfortunately, Mathison said, some of those "bodies" are not as grateful to him as they should be.

"They are not well educated," he said. "They don't understand the economic system. They think we sleep on mattresses full of money and the only reason we don't pay them more is because we are greedy."

Mathison's company, Stemilt Growers, hired a \$185 an hour union-busting consultant to lead a campaign to make the warehouse workers afraid for their jobs if they supported the union.

When an election was held in January, some supervisors cast ballots while the company challenged the votes of more than 50 workers.

Workers at Stemilt and another apple company, Washington Fruit, are asking the National Labor Relations Board to either make the companies negotiate with the union or order new elections.

In the meantime, union supporters are continuing their campaign.

"After the election, I told our company president that we lost a vote, but we didn't lose our union — because the union is us, the workers," said Maria de Jesus Andrade, a Washington Fruit worker.



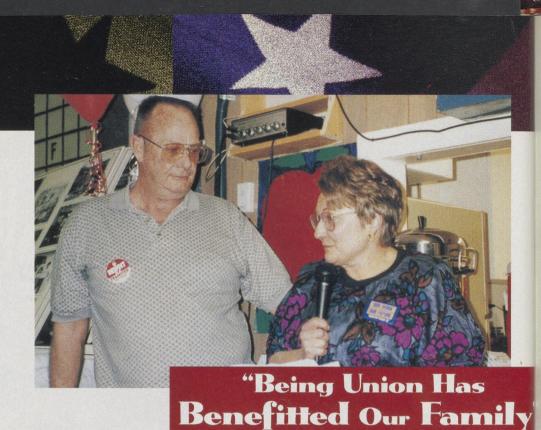
When We're Organized"

na Guzmán was fired by Washington Fruit for helping to organize a union, but she's still active in the campaign.

"The company doesn't want to share their wealth with us, and they know we have power when we are organized," she said.

Guzmán and her coworkers have won some changes as a result of their organizing — paid holidays, longer breaks, and a reduction in the number of hours you need to qualify for a vacation.

"We need to keep fighting to get in writing the improvements we've already won," Guzmán said.



"I Deserve Respect"

aving served three tours of duty in Vietnam, John Bishop isn't about to give up on apple workers' drive for respect on the job.

"The company wants me to give 110 percent, but they treat me like I'm a dog," said the welder at Stemilt's apple warehouse.

In the weeks leading up to the recent union vote, Bishop and his coworkers were forced to sit through "captive audience" meetings where they were threatened with loss of their jobs if they supported the union.

"It hurt inside because everything in my being was telling me that it wasn't right," he said.

"Stemilt won't give us an honest raise or an insurance policy that we can afford," he added. "Things have got to change."



Barbara and Bob Butler got involved in the organizing campaign at Stemilt because "the union life is a good life."

Barbara, who has worked at Stemilt for 10 years, and Bob, a Machinist at Alcoa, volunteered to visit other Stemilt workers in their homes to talk about the union.

"One of the goals in my life and Barbara's has been for our children to do better than we have," Bob Butler said. "Thanks to being union, that's possible."

Their son, Brian, is a Teamster at UPS and their daughter, Lara, is a teacher who belongs to the National Education Association.

Even though Barbara Butler knew how unions have benefitted her family, deciding to stand up for a written Teamster contract was a tough choice for her.

"This campaign moved me right out of the comfort zone," she said. "I believed in the labor movement, but I was content to let others fight the fight.

"I thought I might lose friends. I thought that I didn't want to be too visible. I thought it might be a lot of work." she said.

"But I've worked hard for this company over the past 10 years and I decided it's time we had a voice."

hile workers in the U.S. and Canada are facing pressure to accept lower wages and benefits because of the NAFTA trade deal, big U.S. corporations are using violence to stop their workers in Mexico from organizing.

Union workers in all three countries are joining together to fight for good jobs and decent wages.

The latest example involves Echlin, a huge U.S.based manufacturing company that employs Teamsters and other union members in the U.S., Canada, and Mexico.

On the eve of an election last September to choose a union at Echlin's ITAPSA auto parts plant near Mexico City, workers were held prisoner overnight by 170 thugs carrying guns, chains, and steel pipes.

The plant occupation followed weeks of intimidation in which 52 union activists were fired. Company thugs threatened workers and their families with beatings and rape if they chose to be represented by a union affiliated with F.A.T., Mexico's independent labor federation.

On the day of the election, workers were escorted into a room and forced to declare their votes out loud in front of management. One worker was beaten while the election was underway.

Fearing for their lives and the safety of their families, a majority "voted" against the union.

In December, workers from the U.S., Mexico, and Canada rallied outside Echlin's world headquarters in Branford, Connecticut, to protest the company's mistreatment of workers and demand a fair election.

Unions and human rights groups have asked the U.S. government to bring pressure on Mexico to make Echlin respect workers' right to a union of their own choosing.

Corporate Justice

This worker was fired from a Mexican plant of Echlin's American Brakelock after he was beaten by thugs from a government-controlled union allied with

management.

The beating came while workers from an independent union were leafletting peacefully outside the plant.

WORKERS IN THREE COUNTRIES TAKE ON OUTLAW **COMPANY**



IN THE FACE OF THE COMPANIES RESPONSIBLE FOR THIS KIND OF ABUSE," SAID TEAMSTERS INTERNATIONAL VICE PRESIDENT TOM GILMARTIN (CENTER) AT A RALLY OUTSIDE ECHLIN'S WORLDWIDE HEADQUARTERS IN CONNECTICUT.

BUILDING A STRONG UNION FROM THE BOTTOM UP



N RECENT YEARS, MANY TEAMSTER LOCAL UNIONS HAVE BEEN BUILDING NEW STRENGTH BY GETTING MEMBERS, RETIREES, AND THEIR FAMILIES MORE INVOLVED. HERE'S A LOOK AT HOW MEMBERSHIP INVOLVEMENT HAS MEANT NEW CLOUT FOR TEAM-STER MEMBERS IN ONE OF THOSE LOCAL UNIONS.

Ten years ago, many Teamsters at United Warehouses of Seattle couldn't afford to retire.

Pension contributions had been frozen for ten vears, so benefits were low.

Members were never involved in contract negotiations. Workers didn't

stewards in their workplace. No one ever filed a grievance.

"Our local ignored us for so long," said warehouseman Doug Martin. "They'd go behind closed doors with management and negotiate a contract with concessions, then tell us it was the best they could do.

"We knew our contract provided medical insurance and some benefits, but we had no idea of our rights," he said.

But things began to change for Martin, his coworkers, and other Teamster members in Local 174 when they elected new leaders who took office in 1992.

Since then, local officers have worked to involve members in the union and help them win better contracts and organize nonunion workers.

Workers at United Warehouses now elect coworkers to serve on their bargaining committee — a practice that the local has established in all contract negotiations.

"We need top notch negotiators and good organizers — and we have them," said Martin. "But having members at the table sends a message to management."

Member involvement has helped win better contracts at United Warehouses. Company contributions for their pensions are up by a dollar an hour. Mar-

> tin is a shop steward in his warehouse. "We have strength with employers because members are involved in the union, and they show the boss that they're willing to fight," said Local 174 Secretary-Treasurer Bob Hasegawa.

The local now has a training program that helps shop stewards learn to deal with their coworkers' problems on the job. New members get a rebate on their initiation fee if they attend orientation classes.

> 'We've had officers in the past who were afraid of an educated rank-andfile," said UPS feeder driver Ron Schick. "Now we have classes a half dozen times a year where we educate people and try to teach them their rights."

> > Continued on next page



Organizing Brings More Clout

ocal 174 leaders have encouraged members to get involved in organizing nonunion workers to build the union's strength.

When United Warehouses set up a nonunion
facility in Vancouver,
Washington, Martin, a
Teamster at United Warehouses' facility in Seattle,
talked to the workers by
phone, met with them,
and showed them his
Teamster contract. The
Vancouver workers voted
to join Teamsters Local 58
and won a first contract.

"It would be hard for us to bargain pension increases in Seattle when workers in Vancouver didn't even have a pension," said Martin. "Now the employer realizes he has to treat us fairly and equally. It's going to be better for us when we go to bargain next time."

Local 174 targets its organizing efforts in indus-

tries where Teamster members already work. Organizing victories in sanitation, rendering, and warehouse have given all workers in those industries more clout.

A \$2 local dues assessment per month for organizing — approved by the membership — allows the local to pay two full-time organizers who coordinate organizing and recruit and train volunteers.

"There was very little organizing in our local before," said Ron Benson, a driver for Maust Transfer who has volunteered to help organize nonunion truckers.

"Now, things are going on all over the place. It's not just staff organizers doing it," he said. "Members are volunteering to take their own time to talk one-on-one with nonunion workers. This is where it counts."



"There's a lot going on in our local that members can volunteer for. Our officers and business agents and stewards can't be everywhere at once. You have to have members involved."

— RON BENSON (RIGHT) WITH RON CANAAN, MAUST TRANSFER DRIVERS

Smart Strategy Pays Off

ocal 174 members
have voted to contribute \$3 per month
to a local union strike fund
to supplement the \$55
weekly strike benefit provided by the International
Union.

"It helps show employers we're ready to take them on," said Benson.

That's the message the Airborne Express workers sent to management recently when the company started subcontracting members' work in violation of their contract.

Jason Powell, an Airborne steward, talked to management, but "they told me if I had a problem with what they were doing to file a grievance."

When Powell brought the problem to Local 174 leaders, they asked him to investigate the problem and to help build unity for stronger action.

"I documented what was going on — the dates, the amount of freight, who the outside carrier was, who the customer was — so we could show that this wasn't just a one-time deal," said Powell.

HIs investigation also helped show that it would cost the company less to use Teamster drivers to do the work.

Powell and other Air-

borne stewards got 150 workers to sign a petition protesting the subcontracting.

"A business agent can't do everything," said Powell. "This was definitely an example of why it's important to have stewards involved."

When the union called a meeting about the issue, Airborne workers unanimously voted to authorize a strike if the union couldn't reach an agreement with the company to stop subcontracting the work. (The Seattle Airborne workers have the right in their contract to strike over certain issues.)

Within two days — without a strike — Teamster members were doing the work.

Powell believes the union's strong stand on the issue helped build strength for contract negotiations this spring.

"Management saw how quickly we got together and knows that they're in a whole new ball game," he said. "The union has become more aggressive. Members are more willing to file grievances, more willing to stand up and not be intimidated."

Making sure that workers are united and ready to take action has meant



Action by Jason Powell, an Airborne Express driver, and his coworkers helped stop the company from subcontracting Teamster work.

that most of Local 174's contracts have been won without strikes. And when strikes have been necessary, they have lasted hours, not weeks or months.

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Workers in the sanitation and construction industries have won good contracts after strikes that lasted only 24, 48, or 72 hours.

BUILDING A STRONG UNION FROM THE BOTTOM UP

"My union helps me fight for my safety rights, and that's important. It's not worth getting my back injured at UPS and never be able to lift my kid up and carry him again or give him a hug."

—ADAM OLSON, A PART-TIMER AT UPS'S REDMOND HUB, WITH HIS SON ADISON



Action Solves Problems on the Job

ocal 174 has also helped members come up with creative and fun approaches to get part-time workers at UPS involved in the union and to address serious problems on the job.

On "Method Madness Mondays," stewards and activists encouraged coworkers to carefully observe safety methods, like taking the time to bend at the knees when they lift boxes.

"Management was really upset, but it gave us a chance to talk to a lot of workers about how important it is to protect our bodies and get help lifting over 70 pound packages," said Josh Lacey, a part-time worker on the night shift at UPS's huge Redmond hub.

To fight problems with supervisors working in violation of the contract, workers wore stickers that said "Show Me the Money."

"Every time we saw supervisors working, we'd call out their name and yell, 'Show me the money!'" said Lacey.

"It got the attention of the new people in the building. When they asked us what we were doing, we could explain to them that supervisors are stealing from us when they do our work, and we could tell them that the contract says we can get paid for that time if we file a grievance."

Since the actions, Lacey says that upper management has warned supervisors about doing Teamster work, and they're not doing it as much. And when a member catches them, supervisors often admit it and put the extra time on the worker's time card.

"They realized that it takes away from our job performance if we're busy trying to babysit our supervisors," he said.

To Adam Olson, another part-timer at Redmond, a strong union helps both full-time and part-time workers have a backbone when dealing with a company like UPS.

"I know if I go toe-totoe with management, I'm going to have the support I need to keep my job," he said.

anagement is shakin' in their boots," says Teamster Danny Calvino, a worker at Darling International and a member of Local 313.

That's because Teamster members and local unions in his area are increasing their clout by helping workers who do the same jobs to organize to join the union.

Darling International and Baker Commodities are the two biggest rendering compa-

nies in the Pacific Northwest. Drivers and plant workers for the companies pick up and process animal byproducts for a variety of uses.

For years, Baker Commodities was nonunion, making it harder for Darling Industries workers to win better wages, benefits, and working conditions.

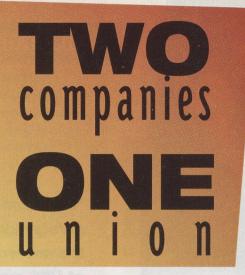
"Rendering drivers are basically doing the same job as a garbage man in a lot worse envi-

ronment, but they're paid considerably less," said Dennis Izzi, a Baker Commodities worker in Seattle. "The time had come for a union."

After getting to know workers from Darling, Izzi and other Baker workers voted to join Local 174 in August. The local already represented workers at another smaller company in the industry, Pacific Rendering.

Soon, word of the organizing spread to Baker workers in Tacoma and Grandview, Washington, and Portland, Oregon. All have now voted to join the union.

"This whole thing kind of snowballed," said Larry Pontin, a Baker Commodities worker in Sunnyside, Washington.



"Baker used to be one of the highest paid jobs in the valley, but pay and benefits have gone down," he said. "Baker is a big company, and they can afford to make improvements."

Teamster Darling workers also believe the organizing will help them.

"Now that Baker workers are Teamsters, we should have enough muscle in this area to get a decent living wage," said Calvino.

Locals 174, 206, 231, 313, 524, and Joint Council 28 are working together to coordinate bargaining strategy

for both the Baker and Darling workers.

At a meeting in February,
Darling and Baker workers
from across Washington and
Oregon met to discuss their
common concerns and to
decide on a strategy for bargaining. They pledged to stand

he

together to win good contracts.

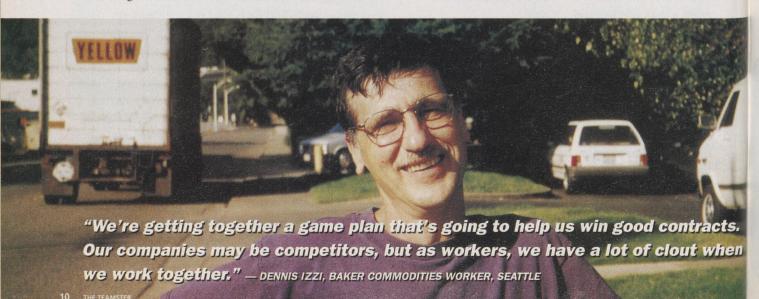
Now that the Teamsters Union represents the vast majority of rendering workers in the area, workers will be fighting for industry-wide standards in wages, benefits, and working conditions.

Workers are communicating with each other by phone and in person. Teamster negotiators from each of the locals are sitting in on each other's negotiations.

"We have more strength when we work together," said Brad Gorman, a Baker worker in Portland.

"Our companies might be business competitors, but we're Teamster brothers."





Members, International Union Team Up To

Clean Up Michigan Teamsters Health Fund



hen Steve Pawlowski's teenage son was hospitalized, the last thing the Teamsters member wanted to worry about was his medical bills.

Pawlowski, a Local 7 member who works for Alvan Motor Freight, was supposed to have family health coverage under the Michigan Conference of Teamsters Welfare Fund.

But long after his son recovered, Pawlowski was still fighting to get his \$17,000 medical bill paid.

"When we heard they were spending our

money to go to topless bars and stuff, it

helped explain why we were having so

many problems with the Michigan Fund."

- Local 7 member Steve Pawlowski

"I was threatened by a credit agency that if I didn't pay the bills myself, they'd ruin my credit rating," Pawlowski said.

"Every time I called the Fund, someone told me they'd take care of it, but they never did," he recalled.

It took a year and a half for the Michigan Fund to pay the bills.

Now, thanks to the settlement of a federal class action lawsuit brought by four Teamsters with help from the International Union, other members may not have to go through what Pawlowski did.

The lawsuit was filed after an investigation by the U.S. Department of Labor found that Michigan Fund trustees used members' benefit money to pay for topless "entertainment," engaged in excessive and unregulated use of credit cards, and leased luxury cars and resold them at below market value to officials connected to the Fund.

The defendants were the Michigan Fund trustees, Teamsters Joint Council 43, Motor Carriers Employers Association of Michigan, Michigan Cartagemen's Association, and the top officials of those groups.

The suit was filed by Robert Jordan, David Iho, Patrick Reardon, and Bill Sercombe on behalf of all Fund participants and beneficiaries.

"When I heard what our money was being spent on, it made me angry," said Pawlowski. "The trustees

had their own interests at heart, not ours."

The settlement provides strict anticorruption safeguards and creates a Participants/Beneficiaries Committee to give members a window into the Fund's operations and make the Trustees more accountable.

"This agreement is going to help a lot," said Tom "Smitty" Smith, a driver for Alvan and a member of Local 299 in Detroit. "The men that filed this suit stood up for thousands of us."

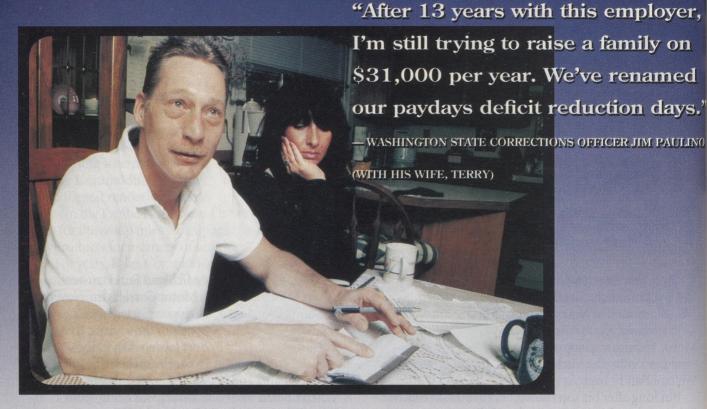
John Gaither, a warehouseman for Foodland in Detroit Local 337, hopes the settlement will make a difference for him and his coworkers at contract time.

"If we clean up the Fund and curb our health care costs, maybe we'll be able to get higher raises or pension benefits," he said.

"The Michigan trustees spent our money to entertain themselves. This settlement requires an audit so we'll know how our

— Local 337 member John Gaither

money is spent in the future."



Strength in Numbers

im Paulino and his coworkers were looking for a strong union to help them take on issues like low pay, inadequate training, and the shift of work from full-time to part-time and "temporary" employees.

"A lot of us watched the UPS strike, and it gave us a major push toward the Teamsters," said Paulino, a corrections officer in Washington State.

That's one reason why Paulino and 3,900 other corrections officers and support staff who work in prisons across the state voted for Teamster representation in December.

They organized with the help of a joint campaign by Tacoma Local 313 and the International Union Public Employees Division.

"This state has done well economically, but while other state and county law enforcement officers have gotten wage increases, we've been left out," said corrections officer Michael Lotterberry. "We're hoping that with the Teamsters, we'll have more clout to win better wages, improve our health benefits, and regain the full-time positions we've lost."

Teamster Corrections Officers from Cook County,

Illinois, travelled to Washington State to talk with the workers about how the union can help them fight for their rights on the job and speak out for better wages and benefits.

Officers set up a communications network to keep people informed about the organizing through e-mail and a home page on the World Wide Web.

More Law Enforcement Officers Vote Teamster

From corrections officers to deputies, a growing number of law enforcement officers around the country are choosing to wear the Teamster badge.

More than 100 sheriffs in Licking County, Ohio, joined Teamsters Local 637.

In Minneapolis, 125 detention deputies who work for the Hennepin County Sheriff's Department voted for representation by Teamsters Local 320.



School Workers Learn Union Lesson

School workers from coast to coast are learning the benefits of being Teamsters.

In Los Angeles, more than 2,800 mid-level supervisors for the school district have won their first union contract.

They now have rights in writing on issues like transfers, overtime, and vacations.

The school workers used a

telephone tree and frequent newsletters to keep every member informed and held rallies and other actions to build community support.

"With budget cuts for the schools people were afraid for their jobs and wanted to know that their future is going to be stable," said Patty Mohawk, a food service supervisor who has worked for the district for 20 years.



Overnite Workers "Just Practicing"

Overnite freight workers held "Just Practicing" rallies at 17 terminals across the U.S. to let the company know they are ready to fight for their first Teamster contract.

Overnite management has been hit with major new charges by the National Labor Relations Board involving violations of workers' rights at at least 27 terminals.

organizing for the future

In Florida, 450 school bus drivers, custodians, cafeteria workers, mechanics, and maintenance personnel who work for the Citrus County School District (left) voted overwhelmingly to join Teamsters Local 79.

"The more we talked to other people, the more we realized that we were all facing the same problems," said Jean Russell, a school bus driver for eight years.

Workers held informal meetings at local restaurants popular with school

employees. They soon found that even workers who were undecided about the union were lending an ear over breakfast or lunch.

By talking with the news media, they got their issues covered in the local newspaper.

"The first time I talked to a reporter about the union, I was a little afraid," said Russell. "But when the people at work saw that my name was on the front page of the paper, it made it easier for people to stand up for the union."



School cafeteria and maintenance workers in Susquehanna, Pennsylvania, joined Teamster Local 776 after building support over several years.

Construction Drivers Vote Union

hen it comes to a union, workers need the real thing.

That's why asphalt, rock, and sand drivers who work for More Truck Lines in southern California organized to join Teamsters Local 952.

To try to keep workers from organizing, the company set up a union, called it "The Brotherhood," and produced a "contract." But workers got nowhere when they tried to address problems on the job.

"One of the vice presidents told me, 'It's our contract, we wrote it, and we'll interpret it the way we want to," said Greg Vincent, a life-long Teamster who has worked at More for seven years.

"We want a real contract that will give us retirement benefits, better wages, and a little bit of security," he said.

political action



eamster members have to be ready to take action against efforts to...

Silence the voice of working families in politics. Big business is lobbying for new government regulations that would make it nearly impossible for union members' money to be used for rallies on key issues, guides that show how public officials voted, or alerts about key legislative proposals.

Republican leader Newt Gingrich has vowed to bring legislation up for a vote in Congress. Corporations are pushing for similar laws in a number of states by voter initiative or legislative action. (See the back of this magazine for more information on the issue.)

rights (Ballenger Bills). Corporations are trying to prevent the Occupational Safety and Health Administration (OSHA) from protecting workers on the job by pushing a series of bills through Congress.

The first of these bills, sponsored by Rep. Cass Ballenger (R-NC), would limit OSHA to "suggesting" that corporations obey safety laws and require the government to spend tax money to reward big corporations for simply obeying health and safety laws.

Weaken labor laws. Employer-backed bills in Congress would eliminate the 40-hour work week and work-

Keep an Eye on Congress

President Clinton and Democrats and Republicans in Congress are considering a variety of legislation that could affect working families.

ers' right to overtime pay for overtime work. The Team Act would allow management to choose "employee representatives" in the workplace.

Spend our tax money to bail out U.S. banks. If Congress approves a plan to spend \$18 billion of our tax dollars to help the International Monetary Fund (IMF) bail out Asian economies, banks that made risky investments will benefit and workers will pay.

The proposed bailout would hurt workers in the U.S. and Asia by allowing big corporations to continue to exploit low-wage Asian workers while flooding the U.S. markets with cheap imports.

Reintroduce Fast Track and lift the delay in NAFTA trucking. President Clinton has called on Congress to try again to pass Fast Track authority to expand the NAFTA trade deal. Teamster action derailed this legislation last fall.

Teamster action is needed to support...

Improvements in highway funding and protection of safety on the roads. As Congress considers the Intermodal Surface Transportation Efficiency Act (ISTEA) — the legislation that maps out spending for high-

way safety, road-building, and other transportation programs — some corporate special interests are pushing for new loopholes in the law that would allow some companies to force drivers to exceed current hours of service regulations, get rid of strict hazardous materials regulations for some vehicles, and weaken requirements to use drivers with Commercial Drivers Licenses (CDLs).

Legislation to make it harder for employers to call workers "independent contractors." Last year, Teamsters helped defeat a proposal that would have classified thousands of Teamster bakery drivers as independent contractors. This year, the Teamsters Union is working with other unions to support legislation that would prevent employers from taking away workers' pensions, overtime, vacations, health insurance, paid sick time, and workers' compensation coverage by classifying them as "independent contractors."

Health care, education, child care, and other issues of concern to working families. Corporate groups have announced that they will spend at least a million dollars to try to keep Congress from expanding Medicare coverage and from stopping abuses by corporate health providers and insurance companies.

Get Information Fast With Teamsters Congress Watch

eamster members can keep an eye on the politicians in Washington while staying ready for action by participating in "Teamsters Congress Watch."

IF YOU DON'T HAVE A COMPUTER...

Update on Congress is faxed by the International Union to every Teamster local each week. Ask your local to provide you with copies to distribute to your coworkers or post on bulletin boards at work.

IF YOU DO HAVE A COMPUTER...

Sign up for the new Teamsters
Congress Watch e-mail network.

You will receive a weekly bulletin, *Update on*Congress, which provides detailed information on issues that affect your job, your family, and your

community. You'll also get special bulletins throughout the year on issues that require quick action — like writing letters, sending e-mail, making phone calls to your Senator or Representative, or attending rallies or other events in your area.

To sign up, go to the Teamsters Union web site (http://www.teamster.org) and fill out the form found in the "Political Action" section.

Or write to the Teamsters
Government Affairs Department, 25 Louisiana Avenue,
NW, Washington, DC 20001.
(Please include your name, email address, home address,
phone number, and local union
number.)

Read or download the *Update on Congress* from the Teamsters Union web site (http://www.teamster.org).

teamster news

Corruption Cleanup Saves Pension and Health Benefits

eamster members at Local 966 in New York have won a three-year court battle to save their pension and health benefit funds.

The threat to their benefits was uncovered as a result of a temporary trusteeship established by the International Union in 1994 because of corruption by former Local 966 officers.

An investigation conducted by the International Union's representatives

under the trusteeship discovered past abuses such as kickbacks, scam contracts, and conflicts of interest in investment decisions.

Four former trustees of the funds and two current employer trustees have agreed to pay nearly \$2 million in damages to the pension and health funds to settle charges brought by the local's new elected leadership.

"The union was weakened with corruption," said Bruce Saul, a Frito Lay

Members Can Attend Teamster Women's Conference

All members are invited to attend a Teamster Women's Conference scheduled for June 12-14 in Cleveland, Ohio, at the Sheraton City Centre.

The conference, *Teamster Women: Organizing for the Future*, will focus on strategies for winning better contracts, solving problems on the job, helping more worker join our union, building community support, and political action.

For more information, contact the International Union Education Department, (202) 624-8117, or write to "Women's Conference Information," Education Department, IBT, 25 Louisiana Avenue, NW, Washington, DC 20001.

driver. "Corruption involves greed and there were people in our union who were corporate thinkers, not labor thinkers. These are the people you really need to go after."

CORRUPTION FIGHTER THREATENED

The FBI is looking for a gunman who fired at a Teamsters chief steward who was working to root out corruption at Chicago Local 714.

The masked gunman shouted "Get out of town!" before firing the shot in the steward's office at the Chicago convention center known as McCormick Place.

The steward was installed after the International Union put Local 714 in temporary trusteeship in 1996.

The court-supervised Independent Review Board found at that time that the Hogan family which controlled the local gave out high paying convention center jobs to family and friends at the expense of other rank-and-file Teamsters.

The new chief steward ended that practice and established a system to assign jobs fairly.

Were UPS Strike Benefits Well Spent?

fter it was announced that the International Union "lost" more than \$12 million last year by paying strike benefits to members at UPS and other companies, anti-labor members of Congress began demanding an "investigation" of Teamster finances.

Representative Peter Hoekstra of Michigan has met with top UPS officials while launching the "investigation."

Republican leaders say they want to know why the International Union paid members \$123 million in strike benefits in the past six years.

These same Republican leaders were the ones demanding last August that President Clinton intervene to force the UPS strikers back to work.

They also have led the fight to end overtime pay for overtime work, to expand the NAFTA trade deal, and to undermine workers' right to organize at companies like Overnite Transportation.

Now, leaders of Congress are demanding access to internal Teamster records that would show our union's strategy decisions in those battles.

Not surprisingly, Congress is not investigating what working people *won* in the UPS strike, nor is it investigating UPS management, which lost over half a billion dollars by forcing a strike.

Union Sues Northwest Airlines Over 13-Hour Days

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Teamsters Local 2000 and the International Union have teamed up to file suit against Northwest Airlines to overturn a new requirement that Teamster flight attendants fly up to 13 hours per day.

Teamster members voted by a 5 to 1 margin against the new rule, opting to retain an eight-hour flight time limitation that's been in their contract for years. But Northwest has refused to honor the overwhelming vote.



Victory in Six-Year Strike

orkers at the Frontier Hotel in Las Vegas are back on the job after a six-year strike during which not one union member crossed the picket line. Teamsters and members of four other unions at the Frontier won a new contract after the hotel was sold to Kansas businessman Phillip G. Ruffin.

All workers who wanted to return to the hotel were put back on the job with seniority. Their new contracts match union agreements at the Sahara, another hotel on Las Vegas' strip.



UPS PILOTS WIN NEW CONTRACT

After UPS's 2,100 pilots showed their unity by honoring Teamster picket lines during our strike last August, they won a contract that will increase their pay and reduce their duty hours.

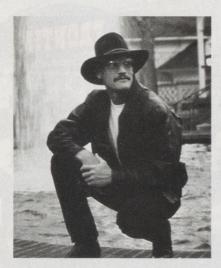
Teamsters had pledged to support members of the Independent Pilots Association if they were forced to strike.

Unity in the Air

coalition of nearly 30,000 pilots, including members of the Teamsters Union, have pledged that they won't fly passenger or cargo planes for an airline whose pilots are on strike or who have been locked out by their company. The pilots also agreed not to provide training for or transport any replacement pilots.

The coalition also includes pilots represented by the Allied Pilots Association (American Airlines), the Independent Pilots Association (UPS), the FedEx Pilots Association, the Southwest Airlines Pilots Association, the Air Canada Pilots Association, the Independent Association of Continental Pilots, and the Tower Air Cockpit Crewmembers Association.

around the union



HE WRITES THE SONGS

Teamster members can get a copy of the song "White Collars and Black Ties" that was printed in the *Speaking Out* column in the last issue of this magazine.

Len Hughes, a Nashville Teamster and songwriter, penned the song on the UPS picket line.

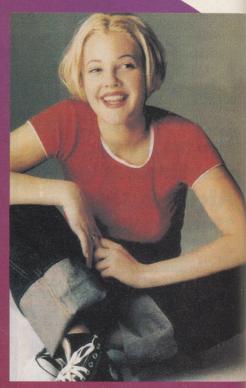
Order the country western song by sending a check for \$6 for a tape or \$9 for a CD to Len Hughes, Lyrical Miracle Publishing, P.O. Box 160501, Nashville, TN 37216.

To Teamsters, With Love

Teamster members got a Valentine from one of the hottest young actresses in Hollywood, Drew Barrymore, when she appeared on a recent *David Letterman* Show.

When Letterman took a cheap shot at Teamsters who work in the motion picture industry, Barrymore defended the workers.

"I love those Teamsters," she said. "They're so nice to us."



Helping Veterans

Veteran Vic Azzoto is still answering the call.

The Teamsters Local 317 retiree drives one of a fleet of vans that is used to transport disabled veterans to and from hospital appointments at Veterans Administration hospitals around the country.





OPERATION ICE

when an ice storm hit the Northeast, sagging power lines, breaking utility poles, and downing trees, things began to heat up for Teamster members of Local 1149 in Baldwinsville, New York.

The members, who work for Anheuser-Busch, used the communications network they had set up to communicate with their coworkers about contract negotiations to coordinate an effort to help their neighbors affected by the storm.

With a contact person in each work area, they solicited \$2,850 in donations, purchased food and other items from a local food bank, and transported the supplies to families in Redwood, New York.

RERUN ELECTION UPDATE

The Election Officer and his staff are in the process of conducting a thorough investigation of the allegations in a protest filed against Mr. Hoffa and his slate as directed by Election Appeals Master Kenneth Conboy in his November 17, 1997 decision. While conducting this investigation, I am aware that my goal and my mandate is to fully insure that the members of the IBT have a fair, honest, open, and informed rerun election of International officers.

Recognizing this goal, in early January, I applied to United States District Court Judge David N. Edelstein for a further suspension of the rerun timetable to permit the Election Officer to continue the investigation and prepare for the rerun election. In doing this, I recognize the dual goals of conducting a thorough and complete investigation and completing the election of International officers as expeditiously as possible. I told Judge Edelstein that I would provide a status report thirty days after the Court granted the extension.

I hope to propose a new rerun election timetable to the court in February. Meanwhile, the previous timetable is suspended. Therefore, the hiatus on union publications is not in effect. IBT subordinate bodies will be notified when new dates are set. The other provisions of the *Rerun Plan* and the Rules for the 1995-1996 IBT International Union Delegate and Officer Election remain in effect.

The Election Officer is continuing to investigate protests and issue protest decisions, and plan the rerun election. In addition, the Election Officer is closely monitoring and reviewing the Campaign Contribution and Expenditure Reports which candidates, slates, and independent committees are required to file with this office.

Any member desiring to file a protest alleging a violation of the Election Rules or the Rerun Plan may do so by faxing a copy of the protest to the Election Officer at 202-624-3525, by personal delivery to the Election Office or by overnight mail. The protest should contain a clear written statement of the alleged improper conduct, and should identify by name, address, and telephone number each person or entity involved in the protest.

Any member or other person desiring to offer information or evidence in a protest may contact the Election Office at our toll-free number, 1-800-565-VOTE or send the information to the Election Officer at 444 North Capitol Street, NW, Suite 445, Washington, DC 20001.

Michael G. Cherkasky Election Officer

REPORT XXXVIII TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster

DATED: January 23, 1998

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Thirty-eighth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including one new Investigative Report and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports. Wherever we refer to Mr. Carey as General President, it was at a time before he had taken a leave of absence.

II. NEW INVESTIGATIVE REPORT

A. VALENTINE N. ORTENSE — Local 560, Union

City, New Jersey

On December 16, 1997, the IRB transmitted an Investigative Report to the Acting General President concerning charges against Local 560 member Valentine N. Ortense. The Investigative Report recommended that he be charged with bringing reproach upon the IBT and violating his membership oath by knowingly associating with Michael Sciarra, a member and associate of organized crime. On December 19, 1997, the charges against Ortense, adopted and filed by Acting General President Tom Sever, were referred back to the IRB. The IRB has scheduled a hearing on the charges for March 4, 1998. We will keep you informed.

III. STATUS OF PREVIOUS IRB CHARGES

A. WILLIAM W. HAMILTON, JR. AND RONALD CAREY

In the last issue of the *Teamster* magazine, we informed you that on October 22, 1997, the IRB transmitted an Investigative Report to Members of the General Executive Board concerning charges against former IBT Director of Governmental Affairs William W. Hamilton, Jr. The Investigative Report recommended that Hamilton be charged with arranging to have and having the IBT donate money to advocacy groups as part of a scheme in which, in return for the IBT's donations, individuals would donate money to benefit the Carey campaign. The General Executive Board filed the charge referred by the IRB and returned the matter to the IRB for a hearing.

In the last issue of the *Teamster* magazine, we also informed you that the IRB issued an Investigative Report to Members of the General Executive Board concerning charges against Ronald Carey. The Investigative Report recommended that Carey be charged with bringing reproach upon the IBT. The Report alleged that Carey, in breach of his fiduciary obligations, authorized IBT contributions in October 1996 totaling \$750,000, knowing the contributions would result in a personal benefit to

him in money to pay expenses for his re-election campaign. The Report alleged further that Carey failed to exercise his fiduciary obligation to inquire into the circumstances surrounding his co-fiduciary's recommendations of these transaction. The General Executive Board filed the charges referred by the IRB and returned the matter to the IRB for a hearing.

A combined hearing on Hamilton and Carey was held on January 20, 21 and 22, 1998. We will keep you informed.

B. GLENN BOGGIA — Local 282, Lake Success, New York

In past issues of the *Teamster* magazine, we reported that on August 6, 1996, the IRB issued an Investigative Report to Local 282 Trustee Gary LaBarbera concerning Glenn Boggia. The Investigative Report alleged that Boggia accepted a bribe from an informant posing as a contractor's representative on a Queens construction project. General President Carey permanently barred Boggia from the IBT and IBT affiliates. The IRB notified Carey that the decision was not inadequate. Appeal material from the attorney for Boggia was reviewed by the IRB and on December 17, 1997, the IRB notified Boggia and his attorney that its review of the materials submitted did not change its prior decision.

C. BRUCE W. PRESLEY — Local 497, Akron, Ohio

In past issues of the *Teamster* magazine, we informed you that on April 15, 1997, the IRB issued an Investigative Report to the Members of Joint Council 41 concerning Local 497 Secretary-Treasurer Bruce W. Presley. The Report alleged that Presley made interest-free loans in excess of \$2,000 to himself through advance payments of salary, embezzled Local 497 funds by means of a pay increase without approval of the Executive Board, and authorized the signing of checks drawn on Local 497 accounts in violation of Local 497 Bylaws and the IBT Constitution. Joint Council 41 filed charges against Presley and after holding two separate hearings found Presley not guilty. On December 17, 1997, the IRB notified Joint Council 41 and Presley that the response to the charges was inadequate and that an IRB hearing was scheduled for February 10, 1998. We will keep you informed.

D. LOCAL 714 — Chicago, Illinois

In the last issue of the Teamster magazine, we informed you that on September 25, 1997, the IRB transmitted a follow-up Report to General President Carey regarding the trusteeship imposed by the IBT upon the IRB's recommendation of August 5, 1996. The follow-up Report alleged that members of the Hogan family, the family which previously ran the Local and the trade show and movie division, may have been assigned to work on movie productions without regard to the Local's seniority system. It alleged further that members who own companies which do business with trade show contractors and movie production companies may still be permitted to hold positions of authority within the division. General President Carey's response on November 13, 1997, outlined actions taken in some areas and planned in others. Acting General President Sever notified the IRB that hearings on two Hogan family members were scheduled for early February 1998. In addition, Mr. Sever forwarded to the IRB the current status report on actions taken on Local 714. The IRB has the report under review. We will keep you informed.

E. JAMES SANTANGELO AND RICHARD MID-DLETON — Local 848, El Monte, California

In past issues of the *Teamster* magazine, we informed you that on August 4, 1997, the IRB issued an Investigative Report to

Joint Council 42 concerning charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton. The Investigative Report recommended that each be charged with creating a Severance Plan designed to accelerate severance payments and eliminate the need for termination from employment, and by distributing payments to themselves and others in contravention of the Local's Bylaws. The report alleged that the checks they signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. After its hearing on the matter, Joint Council 42 dismissed the charges. The IRB has the hearing documents under review. We will keep you informed.

F. LOCAL 868 — New York, New York

In past issues of the *Teamster* magazine, we informed you that on May 30, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 868 be placed in trusteeship because it allegedly entered into sham collective bargaining agreements, allowed members to work for years under expired agreements, allowed owners of employers to be Local members, and for years suffered losses from operations. In addition, the Report alleged that the Local's principal officer, Joseph Moran, had relationships with employers which were not at arm's length and that the Local officers performed favors for Gambino La Cosa Nostra Family associates.

General President Carey imposed an emergency trusteeship over the affairs of Local 868 on June 11, 1997. A trusteeship hearing was held on October 14, 1997, and on January 16, 1998, Acting General President Sever determined to continue the trusteeship.

G.LOUIS J. DIMARIA — Local 868, New York, New York

In past issues of the *Teamster* magazine, we informed you that the IRB transmitted an Investigative Report to the Executive Board of Local 868 concerning charges against Louis J. DiMaria. He was charged with failing to cooperate with the IRB by refusing to appear for a sworn in-person examination. Subsequently, he was given another opportunity to appear and did appear for his examination. On May 22, 1997, the IRB notified the Executive Board that it should hold a rehearing on the charge so that all the relevant information, including information in the transcript of his sworn examination, could be considered. General President Carey appointed a panel which held a rehearing on November 12, 1997. On January 20, 1998, the IRB was informed that the hearing panel was preparing its decision. We will keep you informed.

H.LOCAL 918 — Brooklyn, New York

In the last issue of the *Teamster* magazine, we informed you that on September 16, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 918 be placed in trusteeship because the Executive Board allegedly engaged in a pattern of conduct which prevented the members from obtaining information and exercising their rights. The Local, with more than 1,000 members, failed to hold a general membership meeting in the past ten years that was attended by more than 22 members. The Report alleged that the Local's solvency has become dependent upon money received from the health and welfare and pension funds. Finally, in negotiating collective bargaining agreements, the officers apparently allowed employers to be members.

On October 3, 1997, General President Carey put Local 918

in trusteeship. Trusteeship hearings were held on November 5 and December 1, 1997. A transcript of the December hearing was received by the panel on December 11, 1997, and it was preparing its decision. We will keep you informed.

I. CHARLES THIBAULT, ALFRED MORRISON, VAL NEAL, WAYNE MASLEN, RICHARD GODIN, VINCE JOHNSON AND CECIL McEWAN — Local 938, Mississauga, Ontario, Canada

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In the last issue of the *Teamster* magazine, we informed you that on October 15, 1997, the IRB transmitted an Investigative Report to General President Carey concerning charges against the above-named Executive Board members of Local 938. The Investigative Report recommended that each be charged with failing to cooperate with the IRB by refusing to allow a booksand-records examination. On November 12, 1997, General President Carey filed charges against the above-named Executive Board members and later appointed a panel. The IRB was notified on January 20, 1998, that a hearing date will be set. We will keep you informed.

J. LOCAL 1034 — New York, New York

In past issues of the *Teamster* magazine, we informed you that on August 4, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 1034 be placed in trusteeship because the Local was engaged in a pattern of entering into apparently sham collective bargaining agreements in which owners and employers were allowed to be Local 1034 members with full rights to IBT membership. The Report alleged that business agents signed owners to the sham contracts rather than organize employees of the companies, and the Local entered into sham contracts covering members in Florida in violation of its geographic jurisdiction.

On August 20, 1997, General President Carey placed Local 1034 in temporary trusteeship. A trusteeship hearing was held on October 1, 1997, and on January 16, 1998, Acting General President Sever determined to continue the trusteeship.

IV. DISCIPLINARY ACTIONS UNDER OTHER CONSENT ORDERS

Starting with this issue of the *Teamster* magazine and as periodically reported to the IRB, we will report disciplinary actions against Teamster members under Consent Orders issued by other than the United States District Court for the Southern District of New York. We believe all Teamster members should be made aware of these actions and an established method of awareness is through the *Teamster* magazine.

The Office of the Independent Supervisor of Local 851 of the International Brotherhood of Teamsters, appointed pursuant to the Consent Decree entered October 17, 1994, in *United States of America v. Local 295, International Brotherhood of Teamsters, et al.*, CV-90-0970 (EHN)(E.D.N.Y.), (the Consent Decree) filed charges against Local 851 members Irene Ann Razza Benedetto, Ellen Caponi, and Laurie Ann Cellupica for violating the Consent Decree. Each was charged with knowingly associating with Anthony Razza, a person enjoined from participating in union affairs and an associate of organized crime. Each charged member signed an Agreement admitting to the charges and permanently resigning from the IBT and Local 851. Each further agreed to the payment of a fine. The Honorable Eugene H. Nickerson approved the Agreements on October 27, 1997.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 90 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

VI. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Room 331 New York, NY 10004

Independent Review Board
444 North Capitol Street, NW
Suite 528
Washington, DC 20001

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

UNITED STATES OF AMERICA

PLAINTIFFS,

-11-

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, et al.,

DEFENDANTS.

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on March 26, 1997, the Independent Review Board ("IRB") issued an Investigative Report ("the IRB Report") and forwarded it to the General Executive Board of the International Brotherhood of Teamsters ("IBT") recommending charges against Local 282 member Peter Menechino, Sr. ("Menechino") for bringing reproach upon the IBT, and violating his membership oath by knowingly associating with members of the Gambino Family of La Cosa Nostra, in violation of Article II, Section 2(a) and Article XIX, Sections 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS by letter dated March 27, 1997, David L. Neigus, Deputy General Counsel to the IBT, advised the IRB that the IBT General President had adopted and filed the recommended charges against Menechino and that the charges were

referred back to the IRB for adjudication; and

WHEREAS on April 21, 1997, the IRB sent a Notice of Hearing to be held on June 4, 1997, to Menechino, along with a copy of the IRB Report (with exhibits) and the IRB Operating and Hearing Rules; and

WHEREAS on May 20, 1997, the IRB sent a letter to Menechino advising him that the IRB found it necessary to adjourn his hearing until 10:00 a.m. on July 2, 1997; and

WHEREAS on June 16, 1997, the IRB sent a letter to Menechino advising him that the IRB had approved his written request to hold the hearing on August 1, 1997 at 2:00 p.m. at the offices of LeBoeuf, Lamb, Greene & MacRae, located at 125 West 55th Street, New York, New York; and

WHEREAS on August 1, 1997, Menechino appeared without counsel for the noticed hearing and advised the IRB members that he was not prepared to go forward at this hearing, and

obtained an adjournment of his hearing; and

WHEREAS on August 7, 1997, the IRB sent a letter to Menechino advising that his hearing had been rescheduled for September 16, 1997 at 10:00 a.m. at the offices of LeBoeuf,

Lamb, Greene & MacRae; and

WHEREAS on September 10, 1997, the IRB sent a letter to Menechino advising him that his hearing scheduled for September 16, 1997, would be held at the IRB offices, located at 444 North Capitol Street, N.W., Suite 528, Washington, D.C. at 2:00 p.m.; and

WHEREAS on September 16, 1997, the noticed hearing went forward before the IRB and Menechino did not attend and

was not represented at the hearing; and

WHEREAS the hearing proceeded with testimony taken from Federal Bureau of Investigation ("FBI") Special Agent Brian F. Taylor in which Special Agent Taylor testified that the information contained in his declaration was true, and that he adopted the declarations of Special Agent John Iacovelli and J. Bruce Mouw; and

WHEREAS these declarations set forth information provided by Salvatore Gravano ("Gravano") regarding the Gambino organized crime family's infiltration of IBT Local 282 which began in the early 1980's through Gambino family boss Paul Castellano and IBT leader John Cody, and was nurtured by Gravano and John Cody's successor, Robert Sasso ("Sasso"); and

WHEREAS the declarations also established that Edward Garafola ("Garafola") was considered by the FBI to be a soldier in the Gambino organized crime family and that the Gambino Family used Garafola to further its infiltration of Local 282 after

Gravano was arrested by the FBI; and

WHEREAS at his January 1997 sworn examination, Menechino testified that over a period of five years, from approximately 1986 to 1990, he met with Gravano or delivered messages to Gravano concerning Local 282 business on a regular basis, and delivered messages containing names of Local 282 members proposed for promotion which needed the approval of Gravano before the promotions would occur; and

WHEREAS Menechino further testified that from 1990 until June 1995 he was present at approximately ten meetings with Sasso and Garafola, and had an additional twenty-five meetings

with Garafola alone at Sasso's direction; and

WHEREAS Menechino also testified that between 1993 and 1995, after Sasso was removed from the Local, Menechino met with Garafola concerning union contracts and approvals of appointments to Working Teamster Foreman positions on about five occasions; and

WHEREAS Menechino stated that on two separate occasions, he delivered payoffs to Gravano and Garafola totaling

approximately \$10,000; and

WHEREAS Menechino previously gave false testimony at two earlier sworn examinations where he falsely stated under

oath that he did not know Gravano; and

WHEREAS Menechino was made a Working Teamster Foreman by Sasso in 1980 and his two sons were made Working Teamster Foremen during the years when Menechino met with Gravano and Garafola; and

WHEREAS having reviewed the IRB October 9, 1997 Opinion and Decision and all accompanying exhibits, this Court finds that the Charge against Menechino has been proven by a pre-

ponderance of the evidence; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which Menechino was guilty; and

WHEREAS accordingly, this Court finds that Application LV of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LV of the Independent Review Board regarding the charges and sanctions imposed against Peter Menechino, Sr. is GRANTED.

SO ORDERED. DATED: New York, New York October 15, 1997

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U.S.D.I.

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 CIV. 4486 (DNE)

UNITED STATES OF AMERICA

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INTERNATIONAL BROTHERHOOD OF

TEAMSTERS, et al.,

DEFENDANTS.

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on March 19, 1997, the IRB sent an investigative report with accompanying exhibits concerning allegations of wrongdoing by Local 398 member Joseph J. LoDolce to the IBT's General President recommending that charges be filed against LoDolce for bringing reproach upon the IBT, and violating his membership oath by being a member of the Rochester Family of La Cosa Nostra while he was an IBT member, in violation of Article II, Section 2(a) and Article XIX, Sections 7(b)(1), (2) and (9) of the IBT Constitution; and

WHEREAS the IBT General President, by letter dated March 27, 1997, referred the charge concerning LoDolce back to the

IRB for adjudication; and

WHEREAS the IRB mailed to LoDolce a notice of hearing scheduled for May 13, 1997, a copy of the IRB report along with exhibits, and the IRB Rules and Procedures; and

WHEREAS on April 17, 1997, LoDolce advised the IRB that he had received the aforementioned documents, and that he would not attend the May 13 hearing, nor would he defend against the charge; and

WHEREAS the hearing was subsequently rescheduled for

June 4, 1997, in New York City; and

WHEREAS LoDolce was notified on April 21, 1997, of the

change of date for the hearing; and

WHEREAS the IRB held the hearing as scheduled on the charges against LoDolce and LoDolce did not attend and was not represented at the hearing; and

WHEREAS the hearing proceeded with testimony taken from FBI Special Agent William Leach in which Special Agent Leach expressed the reasons for FBI's belief that LoDolce is a

member of the Rochester La Cosa Nostra Family; and WHEREAS following the hearing, the IRB set a schedule for filing of post-hearing briefs; and

WHEREAS the IRB received the Chief Investigator's brief on July 2, 1997, a copy of which was mailed to LoDolce; and

WHEREAS LoDolce was notified of his right to submit a

response but declined to do so; and

WHEREAS in an Opinion & Decision dated September 16, 1997, the IRB found that "[t]he undisputed evidence established the charge that Joseph LoDolce brought reproach upon the IBT and violated the IBT Constitution through his organized crime membership," IRB Opinion & Decision re: Joseph LoDolce at 6; and

WHEREAS as a result, the IRB decided that the appropriate sanctions were to permanently bar LoDolce "from holding membership in or any position with the IBT, or any IBT-affiliated entity in the future," and bar LoDolce from obtaining "employment, consulting or other work with the IBT or any IBT-affiliated entity." *Id.*; and

WHEREAS the IRB found that a stay of its decision pending review by this Court was not appropriate as it was "in the best interest of the IBT that LoDolce immediately be barred from IBT

membership;" and

WHERÊAS on September 16, 1997, the IRB also submitted Application LIV of the Independent Review Board — Opinion of the Independent Review Board in the Matter of the Hearing of Joseph LoDolce ("Application LIV") to this court requesting an Order affirming the IRB's September 16, 1997 Opinion & Decision; and

WHEREAS having reviewed the IRB September 16, 1997 Opinion and Decision and all accompanying exhibits, this Court finds that the charge against LoDolce has been proven; and

WHEREAS having reviewed the sanctions imposed by the IRB, this Court finds that the sanctions are proportionate to the severity of the misconduct of which LoDolce was guilty; and

WHEREAS accordingly, this Court finds that Application

LIV of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LIV of the Independent Review Board regarding the charges and sanctions imposed on Joseph LoDolce is GRANTED.

SO ORDERED. DATED: New York, New York September 30, 1997

Van Fareche

UNITED STATES DISTRICT COURT EASTERN DISTRICT OF MICHIGAN SOUTHERN DIVISION

ROBERT JORDAN, et al., PLAINTIFFS

MICHIGAN CONFERENCE OF TEAMSTERS
WELFARE FUND, et al.,
DEFENDANTS.

CIV 96-73113

JUDGE NANCY G. EDMUNDS

SUMMARY NOTICE OF PROPOSED SETTLEMENT AND HEARING

TO:

ALL PRESENT AND FORMER PARTICIPANTS AND BENEFICIARIES IN THE MICHIGAN CONFERENCE OF TEAMSTERS WELFARE FUND

This class action is pending on behalf of all participants and beneficiaries of the Michigan Conference of Teamsters Welfare Fund ("MCTWF"). The Class has been certified by the Court in conjunction with the Stipulation and Agreement of Settlement. The Complaint asserts claims under the Employee Retirement Income Security Act ("ERISA") against the MCTWF, certain of its present Trustees, the Teamsters Joint Council 43, the President of Teamsters Joint Council 43, and the Motor Carriers Employers Association and the Michigan Cartagemen's Association and their Directors.

The purpose of this Notice is to advise you of the proposed settlement of this action and of the hearing on the settlement to be held on **May 18**, **1998 at 9:00 a.m.** before the Honorable Nancy Edmonds, United States District Judge, United States District Gourt for the Eastern District of Michigan, in the U.S. Courthouse, 231 Lafayette Boulevard, Detroit Michigan 48226. This notice does not indicate any expression of opinion by the Court concerning the merit of any of the claims or defenses asserted in this action.

IF YOU HAVE BEEN OR ARE A PARTICIPANT AND/OR BENEFICIARY OF THE MICHIGAN CONFERENCE OF TEAMSTERS WELFARE FUND, YOUR RIGHTS AND BENEFITS MAY BE AFFECTED BY THIS SETTLEMENT.

If the Court approves the settlement, you will be bound by the Final Judgment.

SHOULD YOU HAVE ANY QUESTIONS ABOUT THIS NOTICE, THE TERMS OF THE PROPOSED SETTLEMENT, YOUR INCLUSION IN THE CLASS, OR SHOULD YOU WISH TO DIS-

CUSS THE PROPOSED SETTLEMENT, CONTACT CLASS COUNSEL AT:

1-800-568-2154

Ann Curry Thompson KELMAN, LORIA, SIMPSON, WILL, HARVEY & THOMPSON 2300 First National Building Detroit, Michigan 48226 313-961-7363

or

Charles R. Both, Esq. YABLONSKI, BOTH & EDELMAN 1140 Connecticut Avenue, N.W. Suite 800 Washington, D.C. 20036 202-833-9060

or

Michael J. Passino LASSITER, TIDWELL & HILDEBRAND 213 Fifth Avenue, North Nashville, TN 37219 (615) 259-9344

PLEASE DO NOT WRITE OR CALL THE COURT FOR INFORMATION.

Clerk of the Court United States District Court Eastern District of Michigan

Dated: January 29, 1998 Detroit, Michigan Their drivers complain the most.

All they do is complain about everything from run times to weight limits, but if you have ever seen them on the road as I see them every day, it gets a bit old. They're always in a big rush. The drivers never obey the posted speed limits, they do not believe in courtesy to other drivers while sticking their truck nose into traffic, and they can weave in and out of traffic with the best weavers.

No wonder they have problems with management. How can they win when they are runners? Slow down and try to drive safely.

Bill Martorano Local Union 500 Philadelphia, Pennsylvania

Clean Image

The *Teamster* is to be the official propaganda unit of the Brotherhood, and yet some idiots have taken to publishing articles detrimental to the clean, upstanding image of the brothers. Witness the articles in the Jan/Feb '98 issue.

a) Page 14: "Local 282 Fought Back Against Corporate Greed." The brothers don't seem to realize that these corporations are the ones that pay their salaries! The "corporate greed" is no different than the strikers' greed.

b) Page 16: "No Thanks." If "our people" could run 30/31 batches a day, then Morgan Foods was getting screwed the rest of the year when "our people" were only putting out 19/20 batches while sitting on their hands.

c) Page 26: "Teamster Poet." The steward poet who stays awake from Fri. PM to Mon. AM and then "can sleep walk through next week." The Burkes County company paying his salary is not the only one getting shafted. So are the brothers that this a—hole is supposed to be representing.

Now, unless you bumbleheads stop and realize what you are doing, the IBT will always have the reputation of "screw the company," "hooray for me, f—the next guy," "cement overshoes," "broken kneecaps," etc. In other words, the same old B.S. at a higher dues cost.

Bar Blake Local Union 710 Chicago, Illinois

Gets the Message

The current magazine is one hell of an improvement over the last ones I've read.

Rank-and-file involvement is the only way to build a stronger union and that is the one main message I constantly read in the Teamster.

Bob Ream Sacramento, California

Union Vision

I am a truck driver who turned 45 in June. I found myself squinting and adjusting any reading material, not to mention the inconvenience of doing paperwork under a dome light.

Being a Teamster for 19 years, I got to use my vision care benefit. After a series of eye exams, including a glaucoma test, I received two pairs of prescription glasses and can now see perfectly.

No wonder Teamster drivers are the best. They have the best vision in more ways than one.

Steve Wandas Local Union 404 Springfield, Massachusetts

Happy Retirement

When I read the help-wanted ads (for kicks only) and see the lousy money being offered drivers today, I thank God I was Teamster all the way.

And thanks to the pension, I've had almost ten years now of happy retirement, with no money worries.

Those scabs that won't pay union dues just don't realize what false economy they're practicing.

Dale D. Draper Local Union 162 Rockaway Beach, Oregon

Retiree Health Care

Congratulations goes to all UPS workers on winning their contract.

As a car-hauler for 33 years and a long-time steward and business agent for Local 580, I can understand the feeling of negotiating and winning a good contract.

But there seems to be a different kind of contract for each of us after we retire. When any one of us reaches 65 years of age, we lose any and all of our Teamster insurance forever.

Oh, yes, we can buy into Medicare and maybe a supplement for quite a few dollars, but we have no prescription medicine insurance whatsoever.

This is a very good time for all locals across the country to work towards lifetime insurance.

Bill Summerfield (retired) Local Union 580 Stanton, Michigan

Sales Work

In the sales and service industry most Teamsters are contracted for a five-day work week.

In their misguided, selfish, and short-sighted zeal for added sales, some of our members have taken to working on their days off, without added compensation, and in their personal vehicles to straighten out their racks and to appropriate shelf space from fellow Teamster members who have chosen to abide by the contract.

I have found these same people to be the ones who cry the loudest at contract time, yet they will stick it to members who have chosen to work under the rules of the contract.

Remember brothers and sisters, your company will not cover you if you are injured on your day off and file for workers' compensation.

Robert Miller Local Union 344 MIlwaukee, Wisconsin

Portable Pensions

The proposal of 25 yearsand-out seems great on the surface, but only for those members who accumulate all their time in one local. If you happen to be unlucky enough to lose your job in one local and can't find another in that local, your opportunity for your 25-and-out goes out the window.

I am a member who has 37 total years in the IBT, 24 in Philadelphia and 12-and-ahalf in Central States.

Because of my situation of a closing down of the trucking company in the Philadelphia local, I had to move in order to acquire a union job in another local. Now, even though I have 37 total years, my pension is several hundred dollars per month below a member who is fortunate enough to remain employed in the same local.

A better system for all members would be for the IBT to merge all the local pension plans into one central office where every member paying dues would be entitled to equal benefits. Many of the other international unions do this in a fair and equal manner. Why can't we?

Roy McDaniel Local Union 390 Hollywood, Florida

EPC Hotline

Teamster members who have complaints of corruption or serious wrongdoing within the union can contact the Teamsters Ethical Practices Committee (EPC) by calling toll-free 1-800-734-3314.

"Sit Down and Shut Up!

That's what big business is caying to working families.

For the past few years,
American workers have
fought to stop the corporate special interests from taking away
overtime pay for overtime work.

We stopped them from putting expansion of the NAFTA trade deal on a "fast track."

We stopped corporate schemes to loot our pensions.

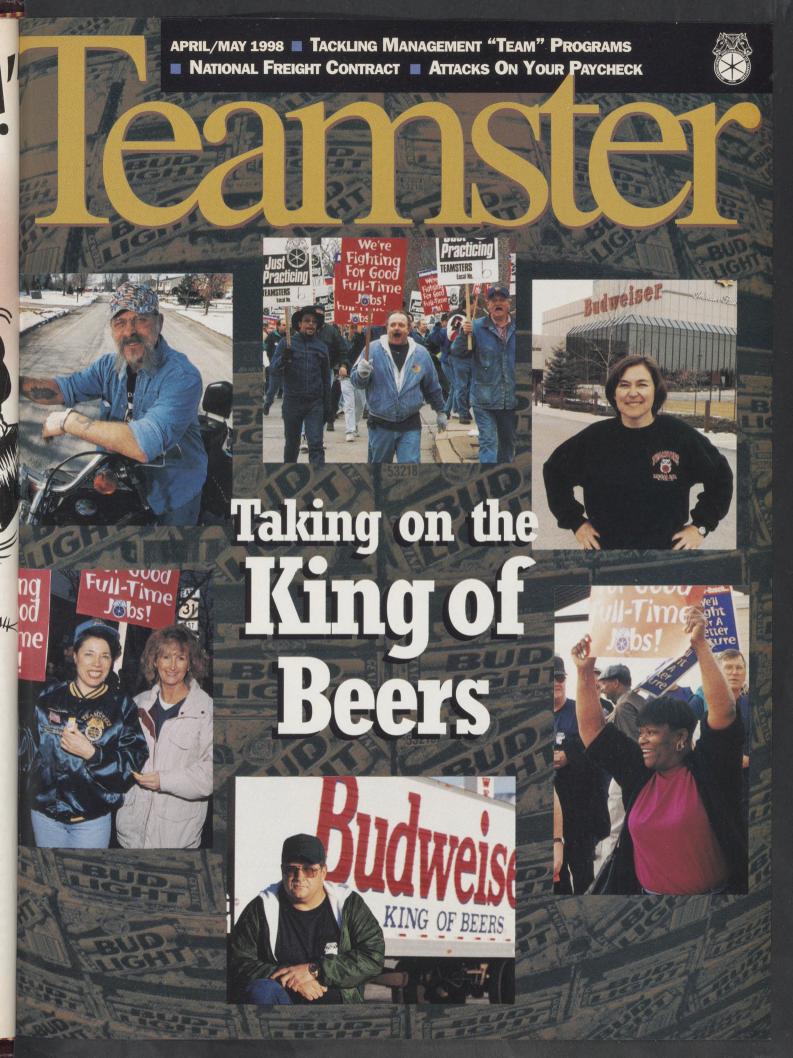
Big business already outspends workers in politics by 11 to 1. Now, they want to silence us entirely.

They're pushing new government regulations that would make it nearly impossible for union members' money to be used for rallies on key issues, guides that show how public officials voted, or alerts about important legislative proposals.

If these regulations pass at the federal, state, or local level, big corporations will have a free hand to push for new laws that take money out of your family's pocket.

Don't Let Big Corporations Silence Your Voice!

- ► Call your Senator and Representatives in Congress at 1-800-522-6721.
- ▶ Talk to your family, friends, and neighbors.
- ▶ Register to vote.
- Ask your local union how you can get involved to stop big corporations from silencing the voice of working people.



speaking out

Freight Driver Defends UPS Drivers

When I read the letter written by Bill Martorano in "Speaking Out" in the March, 1998 issue of The Teamster Magazine, I was really amazed.

I've been a road driver for 29 years, 23 as a Teamster. I've always thought of UPS drivers as some of the safest and most courteous drivers on the road.

They always wave when I pass, and give me the lights.

As far as complaining (I guess he meant on the radio) I don't think they run on the Disney Channel (19), but most union drivers don't, so I've never heard them complain.

I've run the Carlisle, PA bid for four years out of Columbus for Roadway (which includes Philadelphia) and I've never seen them weaving in and out of traffic.

As far as speeding, why speed? They're paid by the hour!

Steve Dinkins Local Union 413 Columbus, Ohio

No Connection

I am distressed with a column published in the "Teamster News Section" of the March 1998 issue of your magazine.

As a dues-paying member of Chicago Local 714 since 1976, I take exception to the "Corruption Fighter Threatened" article.

This article implies that the William Hogan family might be connected to this incident.

This unsupported theory is unfair and unsupported by fact.

Robert W. Ayres Local Union 714 Joliet, Illinois

Equal Benefits

It is frustrating to learn that retirees from different areas receive larger pensions then others.

This is inconceivable because I believe that all benefits should be similar regardless of what state you reside in. Marco P. Ritro Local Union 401 Wilkes-Barre, Pennsylvania

Buys Union

The following is in reference to the "Speaking Out" article, "Order Union," Teamster magazine, January/February 1998.

I am a former customer of L.L. Bean who was distressed to see how they promoted shipping by FedEx.

Being a UPS driver, I called L.L. Bean and requested that they remove my name from their mailing list since I would no longer be ordering anything from them.

Maybe L.L. Bean would realize nonunion is not always better if every one of the 338,000 UPS employees also cancelled their names from the L.L. Bean mailing list.

Our future purchases will be from Lands End, which uses UPS.

> Joseph Yoch Local Union 710 Smithton, Illinois

Companies Have A "Union"

Corporate America, be it large or small, all have a "union." Their "union" has fought hard and long to protect them from issues such as the 60-Day Plant Closing Bill, the Family Leave Act, and the Minimum Wage Act to name a few.

Now they are at work to find a way of stripping the 40-hour work week and replacing it with flex-time, which will be allocated when management deems it in their best interest to allow you to take the time off.

When the National Labor Relations Board was about to take action against Overnite Transportation for unfair labor practices, the chairman of that department got threatened that funding would be sharply reduced if they continued to bother Overnite.

Their "union" is one union that needs to be abolished.

The name of that union is the Republican Party.

Rudy Starr Local Union 705 Chicago, Illinois

Seniority

In our shop, seniority is the glue that holds our shop together. The seniority system ensures that those who wait will get their just reward.

For companies, this is a win/win situation because it is an incentive to create longterm employees.

By the same token, job classification rights allow an employee the opportunity to become an expert in his particular job. This is a profitable situation for everyone.

We are fiercely proud of our Teamsters history and very grateful for retired members who have sacrificed to acquire seniority privileges and job classifications for those of us still in the work-

Only with full knowledge and appreciation of the past contributions made by our rank-and-file members and union legacies can we move forward to build on their achievements.

Rick McMahon/Dennis Redman Local Union 688 Flor, Missouri

Bad Management

I have worked for UPS as a part-time employee for ten years. Over the course of this time I have witnessed a deterioration of employee/ employer relations.

I am sorry to say that the most unfortunate aspect of all this is the fact that it is the UPS customer that is not

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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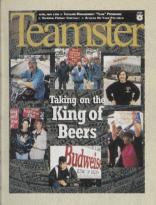
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Rules Set for International Union Rerun Election

he court-appointed Election Officer overseeing the upcoming rerun of the 1996 International Union elections has issued rules concerning issues such as nominations, slates, and campaign contributions.

A summary prepared by the Election Officer begins on page 21 of this magazine.

At our press deadline, there were two announced candidates for Teamsters

General President.

One was James P. Hoffa, Administrative Assistant at Joint Council 43 in Michigan.

The other was Ken Hall, Director of the International Union's Parcel and Small Package Division.

Teamsters to the Rescue on "ER"

It was another life-or-death situation on the hit television drama *ER*.

In an episode that aired this winter, a Chicago hospital refused to treat an unconscious patient because they believed he was uninsured.

After the patient was transferred to County General Hospital, his son arrived on the scene as the *ER* doctors were discussing whether a special procedure could save his father's life.

"It's worth a shot, isn't it?" the son exclaimed. "He's a Teamster, he's got great insurance."

For the Teamster drivers who work on the *ER* set, it was a proud moment.

"We're kind of the silent people behind the scenes," said Robert "Piz" Pizzino, who coordinates transportation for ER.

"It was nice to see such a terrific plug for the union."



This was the scene on the hit TV drama "ER" when a patient's son (center) told doctors that his father was a Teamster and had "great insurance."



Teamsters Local 399 members (from left) David Haugen, Joe Prado, Dallas Walton, and Robert "Piz" Pizzino, shown here on the *ER* set in Burbank, California, were proud to see favorable mention of our union in a recent episode.

Big Business Wants A Big Bite Out Of Your Paycheck!

JOIN OTHER WORKING FAMILIES IN FIGHTING BACK

Big corporations are spending more than \$100 million to lobby for a dangerous new scheme to attack your pay, health coverage, and pension.

But as you can see on the following pages, Teamster families all across the U.S. are fighting back.

orporate special interests like the U.S. Chamber of Commerce and National Association of Manufacturers have given their new scheme a variety of misleading names, including the "Paycheck Protection Act."

But an accurate name for it would be the Paycheck

Destruction Act.

They are trying to pass versions of their proposal in Congress, as Proposition 226 in California, and through initiatives or state legislatures in many other states.

Their scheme sounds good at first. They say the purpose is to make sure that no union dues money is spent on politics without the permission of each member.

But the real purpose of this wolf in sheep's clothing is to make it nearly impossible for working families to have a strong voice in politics. Here's how:

■ Silencing Your Voice. The corporations' plan would make it illegal for union members to pressure politicians on issues important to working families without going through a new web of bureaucratic red

The new restrictions would make it nearly impossible for union members to spend money on rallies, petition drives, letter writing campaigns, voter guides, or other activities to hold politicians accountable.

- Taking Away Your Privacy. Every union member would be legally required every year to fill out paperwork about political action that the employer and the government could see.
- Giving Big Business Even More Clout.

The new restrictions would apply only to union members — not to corporations that already outspend working families in politics by 11 to 1.

Once workers' voice is silenced, Big Business would

dominate politics even more.

That would open the door to big new tax loopholes for corporations and the rich — paid for by cutting Social Security, education, health care, and other benefits working families have earned.

It would also open the door to new attacks on overtime pay, pension security, and even the right to have a

union at all.

To find out what you can do to protect yourself and your family, read on...

"If this scheme had passed before the UPS strike, it would have been easy for the

government to order us back to work."



eamster member Don Butts remembers when House Speaker Newt Gingrich tried last year to bring the government in on management's side to order an end to the UPS strike.

Butts joined tens of thousands of Americans in burying the White House with phone calls, letters, and e-mails to make sure the government didn't get in the way of that victory for all working people.

Butts, a UPS package car driver from Local 100 in Cincinnati, also volunteered time last year to defeat "Issue 2," a corporate-backed law in Ohio that would have made it much harder for workers to collect workers' compensation benefits.

He and many other workers passed around petitions, leafleted at supermarkets, went door to door in neighborhoods, and phoned other members at home.

But that kind of grassroots political action would be nearly impossible to organize if states and the federal government adopt the new proposal from Big Business to silence working families.

"Because members are involved in politics, we've been making our voice heard in Washington," Butts said. "Now corporations want to stop us."

If You Live in California, Vote NO on Proposition 226

Help defeat Proposition 226 on the June 2 statewide ballot so working families will still have a voice in politics.

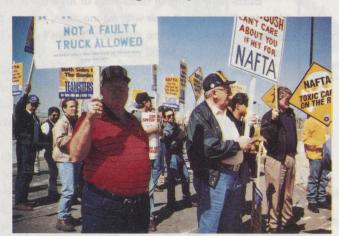
Ask your local union for stickers, leaflets, and other materials you can distribute to coworkers, friends, and family.

"We have to be a check against corporations on issues like the NAFTA trade deal."

Corporations want to cut off the money that helped pay for rallies and other actions that convinced President Clinton to delay the trucking part of the NAFTA trade deal.

That part of NAFTA would let corporations exploit \$7-a-day Mexican truckers to move freight on U.S. highways that American truck drivers now haul.

"If they got this plan to silence us passed, it would be easy for corporate lobbyists to push through NAFTA fast track and the trucking loophole," said Cornell Everett, a Teamster freight driver who has taken part in anti-NAFTA rallies organized by Local 657 in Texas.



Local 657 members protest the NAFTA trucking provisions.

"Big Business wants to take away the only power we have."



ur strength is that we've got the numbers, we've got the votes," said Nancy Wisdom, a public school worker in St. Louis.

Wisdom and her coworkers helped defeat school board members who wanted to cut jobs for Teamsters who provide transportation for disabled children.

"Politicians decide the future of public services," Wisdom said. "We've got to be able to elect people who know what it's like to work for an hourly wage."

"Labor has started to have a voice in politics, so Big Business is making a power play."

verything we do at work gets affected by the political process," said Kim Shanahan, a rental agent for National Car Rental in San Francisco and a



member of Teamsters Local 856.

"Proposals like Proposition 226 are nothing more than retribution," she added. "Labor has started to win some. We elected a pro-worker majority in the state assembly. We raised the state minimum wage.

"Business doesn't want rank-and-file workers to have the representation we need."

What You Can Do

REGISTER TO VOTE, and make sure your family, friends, and coworkers are registered too.

2 ASK YOUR LOCAL UNION whether corporations are trying to pass a "Paycheck Destruction" proposal in your state — and how you can help defeat it.

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CALL, WRITE, OR SEND AN E-MAIL to your member of Congress. Even though the Paycheck Destruction proposal to silence working families was voted down in the U.S. House of Representatives on March 30, it could be brought up again at any time.

To send an e-mail, click on the Political Action section of the Teamster web page (www.teamster.org).

The address for your U.S. Senators is Washington, DC 20510. For your member of the House of Representatives, it's Washington, DC 20515.

"We have to register to vote so we'll be heard."

When California Governor Pete Wilson tried to take away the right of construction workers to be paid the "prevailing wage" on state projects, Teamster members like Miguel Acosta fought back and won.

Now, Acosta is helping to register other people to vote on June 2 when Californians will have a chance to defeat Proposition 226 and maintain the voice of working families in politics.

"We couldn't have saved rights like prevailing wages for construction workers if Proposition 226 had been in place," said Acosta, a concrete mixer truck driver in San Jose and a member of Local 287.



"My company's former chairman is trying to buy his way into office."

os Angeles-based Northwest Airlines flight attendant Maureen Vieck is paying close attention to the governor's race in her state. One of the candidates used to be her boss.



Al Checchi, a former

Northwest executive, is running for governor of California as a Democrat.

"Checchi's television commercials say that he 'saved' Northwest," says Vieck, a member of Local 2000.

"The truth is that he took huge bonuses while the employees took three years of pay cuts and concessions.

"If Proposition 226 passed, legally we couldn't spend our money to let people know what really happened at Northwest," adds Vieck. "Only management would have a voice."

Teamster Unity Delivers Major Gains in Freight Contract

eamster members in the freight industry have voted by 70 percent to approve a new national contract that provides major improvements in pensions and job security.

The companies agreed to an early settlement after freight Teamsters took part in a three-month campaign that included a bargaining survey, national sticker days, a petition drive, and local rallies and membership meetings.

Management spokesman Timothy Lynch admitted to reporters that the companies agreed to a contract that met members' needs in order to avoid a confrontation like the 1994 freight strike or the 1997 UPS strike.

"We did not want to see an erosion of our business, and we had a subtle reminder of that [last] summer," Lynch said.

waited to settle until the moment of maximum leverage — just at the time when customers would have to make other arrangements if there was no agreement in sight.

"The members won this agreement by showing that today's Teamsters will fight for the future of working families," Nelson said.

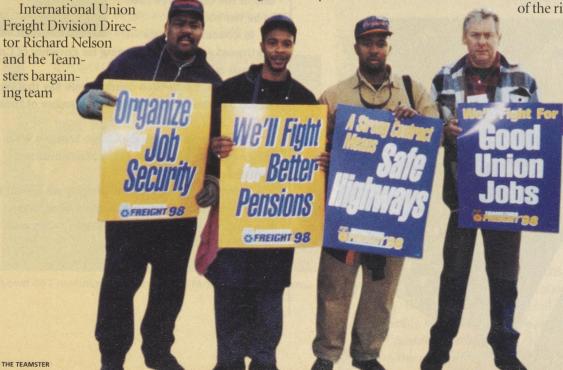
"We're glad to see that freight industry management has learned that lesson."

The new contract provides:

- Increases in employer pension contributions that will allow most freight Teamsters to receive the same benefit increases won by workers at UPS.
- Pay increases that will raise the earnings of the average dockworker by \$8,000 over five years and of the average driver by \$11,000.

- New job security protections, including an agreement by the four largest companies that they will hire Teamsters who have been laid off at those companies before hiring from the street.
- New recall rights for drivers who take a voluntary layoff in a company change of operations.
- New protections against the use of nonunion trucking subcontractors when freight is railed.
- Language prohibiting the companies from relocating any work or terminals to Mexico.
- Improvements in the grievance procedure to strengthen enforcement of contract provisions, including penalties for late pay-

ment of grievance awards and a partial restoration of the right to strike.





After approving their new contract, freight Teamsters are organizing to build more clout for the future.

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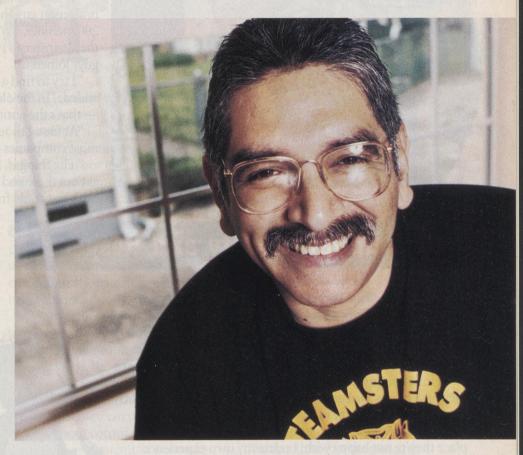
reight driver from Denver.

"Now's the time to get moving on organizing."

Paswaters is one of many Teamster members in the freight industry who are volunteering their time to help nonunion freight workers organize for everyone's benefit.

"The more people who join us, the stronger we'll be," he explained.

Teamster rank-and-file volunteer organizers are looking toward the future after freight members voted approval of a new national contract that provides major improvements on their top priority issues.



"We'll Be Stronger Together"

n February 12, Luis Garza decided to do something he'd never done before.

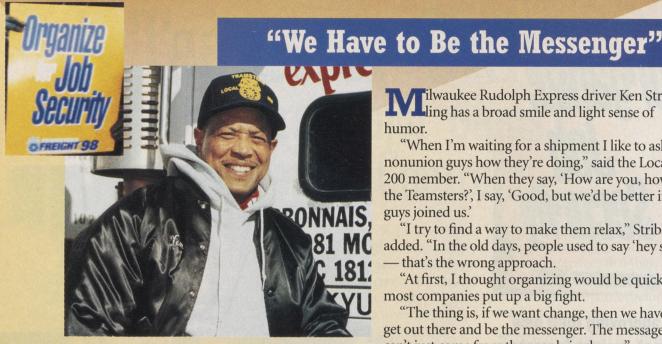
He volunteered to help pass out flyers to nonunion freight workers at the Overnite terminal in San Antonio.

"There are some guys who are cut out to go door-to-door — I'm not that outgoing," said Garza, a CF dock casual in Local 657.

"But handing out leaflets and telling people 'hey, we got a good contract'
— I can do that.

"It felt good to be out there. UPS is right down the street, so there were a lot of Teamsters coming and going and giving us a thumbs up.

"In the freight industry the nonunion companies are hurting us all. I think we'll be stronger by joining together."



ilwaukee Rudolph Express driver Ken Stribling has a broad smile and light sense of humor.

"When I'm waiting for a shipment I like to ask the nonunion guys how they're doing," said the Local 200 member. "When they say, 'How are you, how's the Teamsters?', I say, 'Good, but we'd be better if you guys joined us.'

"I try to find a way to make them relax," Stribling added. "In the old days, people used to say 'hey scab' that's the wrong approach.

"At first, I thought organizing would be quick, but most companies put up a big fight.

"The thing is, if we want change, then we have to get out there and be the messenger. The message can't just come from the people in charge."

"It's About Dignity and Respect"

ocal 17 member Turner Smith follows three easy rules when he's talking with workers at nonunion freight companies about organizing to join the Teamsters — ask about their concerns, don't make promises, and take notes afterwards so you can follow up.

"A lot of nonunion drivers are angry about how much they have to pay for health coverage," explained Turner, who works at Yellow Freight in Colorado Springs.

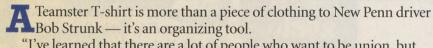
"When someone tells me about something in the workplace they're not happy with, I relate my own experience about how having a union has helped me.

"You can't promise things or you'll lose credibility. I've worked in a nonunion environment and I know what it's like," added Turner, shown with his wife Pam.

"It's about winning dignity and respect."



"Wear a Teamster T-Shirt"



"I've learned that there are a lot of people who want to be union, but they're afraid to come forward," said the Philadelphia Local 107 member.

"Sometimes just wearing a Teamster T-shirt will help because a nonunion guy will see it and come up and say, 'You know, what we need here is a union."

Strunk and other members in Local 107 have developed a phone tree to help them organize Teamsters to help distribute newsletters produced by the International Union for workers at Overnite.

"It's turned into a social thing," said Strunk. "We all call each other and meet at the Overnite terminal for a few hours before work."



o learn how membership involvement can give workers more clout on the job, spend a few minutes talking with Randy Yakel.

When the Local 828 member describes the difference a contract campaign made at the Iowa Mold Tooling manufacturing plant, it's like night and day.

"Before, the workers in the plant didn't do anything with the union and we always took concessions," explained Yakel, a 17-year member in Local 828.

"This time we were involved and unified and that didn't happen."

Quick Communication

Months before contract expiration, new officers at Local 828 got help from the International Union Industrial Trades Division to organize a member-to-member communications and action network.

The network made it possible to distribute information quickly to workers.

"Speed is the issue," Yakel said. "In the past it would take weeks to get anything around the plant, and by then it would be too late or wrong.

"With the network, we could have information out in 30 minutes to the entire shift."

Countering Company Propaganda

By staying informed, workers were able to derail management's communications strategy during negotiations.

"Management loves the propaganda game," Yakel continued. "But this time people knew enough to ask the company about the negative aspects of their proposals. Then we did our own flyer."

In addition to circulating information about contract proposals, the member-to-member network helped coordinate participation in T-shirt days, a petition drive, and informational picketing.

"We'd never even dreamt of picketing before," Yakel recalled. "But we were really into it. Just being more informed gets people more involved."

Looking Ahead

With their contract ratified, Yakel and his coworkers are finding new ways to build on the momentum from their contract campaign.

One project they're starting is a new-employee welcoming committee. By state law, new employees at the plant don't have to join the union.

"Rather than just the stewards trying on their own to get people to join, we want to have a bigger group of workers saying 'we want you to join with us," Yakel said.

together until the next contract. We want to try to keep building on

"We want to keep our unity what we started."



Teamster Women ▶ Organizing For the Future

EAMSTER WOMEN'S CONFERENCE

Cleveland, Ohio ▶ June 12-14 ▶ Sheraton City Centre

ALL MEMBERS ARE INVITED

Registration: \$125 (covers some meals & materials) To register and receive information on hotel and airfare

discounts, contact your local union or the International Union Education Department, (202) 624-8117. Or write to "Women's Conference

Information," Education Department, IBT, 25 Louisiana Avenue, NW, Washington, DC, 20001.

MEMBERS TELL MANAGEMENT:

Respect Our Union If You Want "COOPERATION"

any employers around the country have tried to introduce "team concept" or "quality" or "participation" programs.

Management uses a lot of nice words about all being "one big family." But the real goal of many of these programs is to divide union members and undermine workers' rights under the contract.

The Teamsters' largest employer, United Parcel Service, recently agreed in writing to drop a "team concept" scheme that it began to introduce three years ago.

The agreement, which settles federal unfair labor practice charges filed by the union, came after a long Teamster campaign to expose the real purpose of UPS's team concept programs.

"More 'cooperation' won't come from managementdominated programs that take away people's rights," said Ken Hall, director of the International Union Parcel Division.

"Cooperation comes from treating people with respect and working in good faith to solve problems on the job."

Since Republicans gained control of Congress in 1994, big

corporations have been pushing the so-called "TEAM Act" which would make it easier for companies to set up management-dominated committees and choose "employee representatives."

Ken Farrell and Cindy Ward are two UPS workers in Phoenix Local 104 who helped show management that real "cooperation" comes when management respects the union contract.

The Teamster: What did management say when they first introduced Team Concept?

Ken Farrell: They paid us one hour a day for a week to come in for pre-work meetings and said, "Look, we're bringing a lot of money in to do this program — this is the way it's going to be."

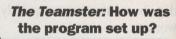
They told us, "You'll decide what happens on the job, we'll let you run the operation — you'll have more power."

Cindy Ward: They said they were trying to cut back on management and were going to put us in "self-directed work groups."

We'd be able to work on our own and stop having to deal with supervisors. It sounded really good.

"'Work
without
management'
sounded
enticing — but
what they didn't
tell you was that it
would be another
hourly person
telling you what
to do."

— CINDY WARD, UPS CLERK



Ken Farrell: The supervisor was called the "coach" and the workers in each area were the "team members."

Then there were different team representatives, like the "cost leader" who would go around and see where UPS was losing money.

It was supposedly all about group decision-making. As a group you'd decide who could have days off and whether someone

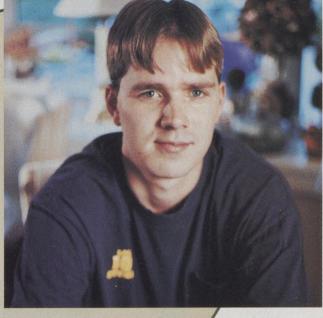


could go home early.

If the group disagreed, then you had a vote and it was majority rule — if you lose, you lose.

Cindy Ward: Management went around to different individuals and asked them to be leaders. They offered little perks, like more hours if you were a part-timer.

They came up to one guy and said, "What if we give you a walkie-talkie, would you do this?" And he agreed to walk around telling management when someone was doing something wrong. had gotten
Team Concept
in throughout
the system,
there would have
been a lot of
in-fighting among
Teamsters during
our strike.
I think that



was management's plan all along."

- KEN FARRELL, UPS PART-TIMER

The Teamster: What changed after Team Concept was started?

Cindy Ward: Before, when it was the supervisor giving orders, you'd get mad at the supervisor.

Now, you had workers getting mad at each other because another worker with less seniority was telling you what to do.

There was actually a fight that broke out on one of the belts.

Ken Farrell: The contract didn't matter because the group could override it.

If a group decided to send someone home and it violated the minimum guaranteed hours in the contract, you couldn't file a grievance.

Management could just say, "We didn't violate the contract, the group did."

The Teamster: When did you realize the real motives behind Team Concept?

Ken Farrell: In my area we saw it coming right away. We said we wanted to have the top seniority guy be our leader, but they wouldn't go for it.

As a group we said to management, "We know there are problems and we'd like to have a meeting with you once a month to talk about them, but we're not going to play by your Team Concept rules."

Well, they didn't want any part of that either.

Cindy Ward: Local 104 had a meeting and showed us the International Union's video about the problems with Team Concept.

rhey also sent me to a Teamster seminar about the program.
When you looked at it, it was really plain as day in front

of your eyes — they weren't interested in giving us control over anything important.

You could do the company's dirty work, like telling so-and-so his pieces per hour were not enough.

But if you wanted to decide to hire more people to run the belt right, that was not something you could do.

They were just trying to pit people against people to weaken the union.

The Teamster: What advice would you give to Teamsters at other companies that are trying "Team" programs?

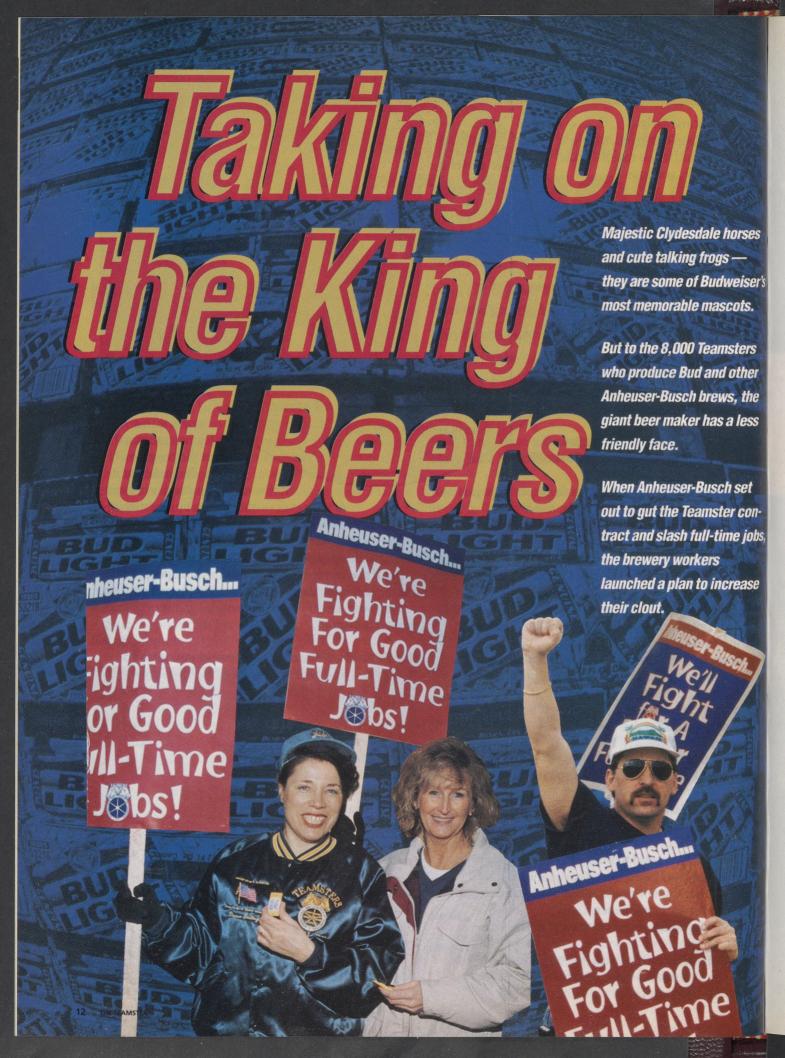
Ken Farrell: I think it's important to remember that it's good to have input on how things work at your company — but your own strength should always be first and foremost.

Never put yourself in a position where you'll be working against another worker.

Bring up a contractual issue that conflicts with management's plan and see if they're willing to abide by it—that's when you'll know the true goals of their plan.

Cindy Ward: It takes work to fight these programs. The company holds meetings on work time and *pays* you to listen to their side of the story. Workers have to give up a weekend or a week night to go to a union meeting.

You have to talk with people on the job, and the stewards can't do it alone. You have to get other people motivated to help spread the word.



or long-time Anheuser-Busch brewery workers like Melvin Lonadier and Tony Gonzalez, conditions have changed dramatically over the years.

"We used to enjoy coming in to do our job, and they used to let us do our job," explained Lonadier, a Teamster member at the brewery in Houston. "Now the supervisors want to control everything we do and take all the credit."

Gonzalez, who works at the brewery in Fort Collins, Colorado, said the basic problem is the company's greed.

"They've cut full-time jobs, used more contractors, and forced people to work more and more overtime," Gonzalez said.

"This is a company that made \$1.2 billion last year in *net profits* — it's pure corporate greed."

By last fall, the handwriting was on the wall. The world's largest beer company wanted contract concessions that would eliminate hundreds of full-time Teamster jobs.

But before negotiations began, A-B Teamsters began the union's first-ever contract campaign in the breweries.

Over the past few months, the contract campaign sparked new unity among workers.

"People are participating more and volunteering more — and the company is seeing that," said Lonadier. "We're not going to let management run over us"

As this magazine went to press, the union's national negotiating committee had asked members to reject a "final" contract offer from the company.

A Second Chance

"We don't have much information, so we're left in the dark."

"The union is faraway officials in faraway places that don't have anything to do with me."

Those had been common complaints from A-B workers in recent years. To win a good contract, the Teamsters National Negotiating Committee knew there would have to be major improvements in communication.

"It's hard to get people to put down their swords and give the union a second chance," said Local 1149 member Rob Hermann. "But that's just what's happened."

With help from the International Union, A-B locals set up "member-to-member networks" in each brewery similar to the ones used by many Teamsters at UPS during their contract campaign last year.

The first task of the networks was to distribute a bargaining survey to each worker so members could



"When I talk to reporters, I talk about the issues I'm living every day on the job," says Local 1149 member Rob Hermann. "The manager always looks uncomfortable on TV because he's trying to remember what the company told him to say."

"I give the community a worker's point of view"

articipating in a contract campaign doesn't always mean going to a rally or handing out leaflets.

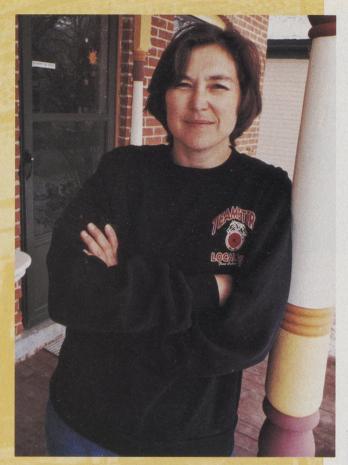
Local 1149 member Sara Thomas helped fight for a good contract on her bowling nights too.

"I come into contact with a lot of different people in the community when I'm at the bowling alley," explains Thomas, who works at the Anheuser-Busch brewery in Baldwinsville. New York.

"A lot of times they're under the wrong impression about our negotiations because of something they've seen on TV — but I give them the viewpoint of someone who works at the brewery.

"In case we have to go on strike, we need their support."





"Before, we weren't asked to get involved"

sea of Teamster T-shirts at work. Hundreds of workers rallying outside the plant. Scores of volunteers handing out leaflets in the community.

Those are things Local 267 member Linda Stovall never saw before in the ten years she's been brewing Anheuser-Busch beer in Fort Collins, Colorado.

"It's 150 percent different here than it was just two years ago," Stovall said.

"The level of involvement is huge and we've really come together as a union.

"It was stressful at first to reach beyond my comfort zone and get involved," added Stovall, who now helps the local coordinate community activities.

"But when you get out there at the rallies, there's a lot of camaraderie and you get encouraged.

"I think the main difference is that we were never really asked before. You have to ask people to get them to help."

tell the union's negotiating committee what the top priorities should be.

"The survey was really the ultimate test of our network because we were handing something out that had to come back," explained Rob Hermann, who coordinates the member-to-member network at the A-B brewery in Baldwinsville, New York. "We got a 90 percent return."

After the survey, A-B Teamsters used the networks to distribute frequent bargaining updates and coordinate contract campaign activities — including T-shirt days, petitions, rallies, breakroom meetings, and customer leafletting.

"It really helps that I'm there in the brewery every day," said A-B maintenance worker Bill Kline, one of the "department coordinators" who relays information to other maintenance workers on his shift.

"If people don't attend the meetings or the B.A. is over at the office, they can ask me questions at work and I'll find out the answer."

Look Who's Leafletting!

ave you ever seen a corporate manager passing out leaflets in the streets? Neither had 28-year Anheuser-Busch Teamster Ray Lord — until last December.

When Lord and a busload of A-B Teamsters from Local 633 stood outside a Boston Celtics basketball game to leaflet fans, they were surprised to see brewery managers there as well.

While Teamster members passed out 4,000 leaflets in two hours, the outnumbered managers struggled to distribute a flyer the company had produced.

"It was clear the managers didn't feel comfortable out there," Lord said. "They were only there because corporate headquarters made them go — we were there because we volunteered to go."

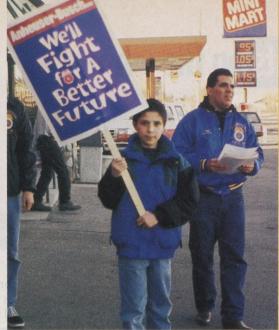
After the Celtics game, management tried to leaflet whenever A-B Teamsters went out to inform the public about the company's attack on full-time jobs.

"They've been chasing us from the start, but they've been one step behind the whole way," Lord said.

"At the Super Bowl, we'd just be leaving one place and they'd just be getting there.

"Their strategy didn't work," he added. "Out on the street, o th working people just don't identify with corporate people."





At the Super Bowl in San Diego (left) and at sports bars and liquor stores around the country, Teamster members hit the streets to inform the public about Anheuser-Busch's attack on good full-time jobs.

"The support has been amazing," says Local 267 member Tony Gonzalez (at right, with his son Antonio). "People can relate to the downsizing and subcontracting."

"When you get stiff shirts from management out there trying to hand out leaflets, that tells you that you've got somebody's attention."

— MELVIN LONADIER, A-B WORKER, HOUSTON LOCAL 919



heuser-Busch sent these management representatives et, o the streets to pass out a company leaflet.



rights on the job

PONER AT WURN

BUILDING A MEMBER-TO-MEMBER NETWORK

re contract negotiations coming up at your workplace? Do you need more clout in dealing with management?

Over the last several years, more and more Teamsters have increased their strength on the job through a program called the "member-tomember action network."

The program builds on a local union's existing structure of officers, business agents, and stewards by establishing a network of volunteers who can quickly distribute information to every member, get feedback, and organize actions.

SETTING IT UP

Here are the key positions and responsibilities in a member-to-member action network:

Network Coordinators

The "network coordinator" is responsible for working with local union officers to map out how the network will reach each member and plan the activities the network will carry out.

If there is more than one major work place, there should be a network coordinator at each location and an "overall coordinator" for the whole network.

Network coordinators can be anyone the elected leadership chooses, but they shouldn't be people on the negotiating committee — they won't have the time.

☐ Area Coordinators

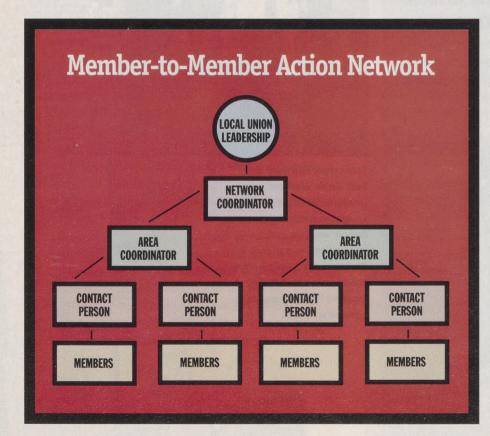
At large work places with many departments and multiple shifts, the network coordinators will need to choose "area coordinators" within each department — one per shift.

All coordinators should be people who work well with others and are respected by other workers in their area.

☐ Contact People

To be able to communicate with every member, the area coordinators need to recruit "contact people" who can quickly contact their designated members one-on-one to give them information, ask them to participate in actions, or get their views on key issues.

For the network to run efficiently, there should be one contact person for about every 5-10 workers.





PUTTING THE NETWORK TO USE

The member-to-member network works best when workers are contacted one-on-one within a short period of time and asked to take some action.

The action can be filling out a survey, wearing union stickers on the same day, attending a rally, writing letters to legislators, or any other specific union activity.

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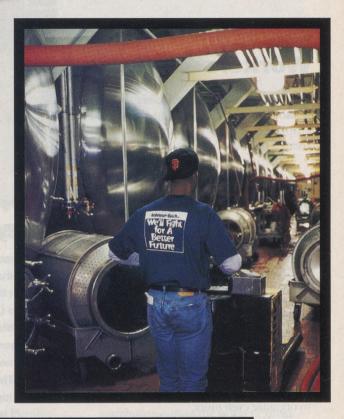
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For each project, the network coordinator starts by meeting with area coordinators to go over the details and distribute any necessary materials, such as leaflets or petitions.

The area coordinators then relay instructions and materials to their contact people, who in turn reach out to their designated members, explain the activity, and ask them to participate.

Two-way communication is key to the network's success.

Just as information can be passed down from coordinators to members, feedback and questions from members can be quickly relayed back through the network to coordinators and local union leaders. During their contract campaign, Teamster members at Anheuser-Busch have used memberto-member networks in the breweries to coordinate Teamster T-shirt days (right), distribute information on bargaining (above), and organize workers to attend rallies (below).





More Materials Available

The International Union's video "Power At Work" shows how to set up a member-to-member network and provides tips for coordinators and contact people.

The first copy of the video is free and additional copies are \$5 each. Call or write the International Union Education Department, 25 Louisiana Ave., Washington, DC, 20001. Phone: 202-624-8117.

organizing for our future

First Office Depot Workers Organize

At Office Depot, there's a big difference between white-collar and blue-collar employees when it comes to how you're treated on the job.

While managers and sales staff are pampered with lavish trips and parties, delivery drivers are bullied by supervisors and denied promised raises.

"They flew the managers down to Florida for a three-day party on a boat and gave salespeople a week-long trip to Vegas," said Bob Hall, a delivery driver at Office Depot in West Hampton, New Jersey. "But if we asked for a sick day they'd say 'forget it."

To fight for respect, the drivers organized with Teamsters Local 470.

"Management had their printing department make big 'Vote No' signs to put in their windshields," Hall said. "But the manager was driving a Jaguar, so it just made us want to organize even more."

The West Hampton drivers are the first Office Depot workers in the nation to win Teamster representation.

"80 percent of the trucks that deliver to our warehouse are Teamster trucks," Hall said. "Their support really helped keep us going."



Greyhound Workers On the Move

Workers at Greyhound bus terminals are turning to the Teamsters to help make the big bus line keep its word.

In the last few months, Greyhound workers have voted to join San Diego Local 481 and Chicago Local 743.

"Management says you'll get a raise after three months, but then 12 months later you still haven't gotten it," said Rasheeda Shammohammed, a customer service agent at Greyhound's Chicago terminal.

"They paid people \$100 to try to convince us to vote 'no' in the election," Shammohammed added.

"I just kept reminding people, 'what is \$100 if you won't be able to feed your children or pay your bills?'"



Library Staff On Union Page

They've got masters degrees in theater, library science, and public administration.

They're librarians, graphic artists, public relations specialists, and theater technicians.

Now, they're also Teamsters.
"We're probably not the people

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you normally see joining the Teamsters," said Kristy Price, who works in scheduling and production services for the Las Vegas and Clark County Library District.

"But who better to help make sure we have a voice in our jobs."

Time To Talk

"If you don't like it, then quit!"

That was the response from management at New Hampshire Distributors after beer delivery drivers raised concerns about the company's new "pay-for-performance" program.

That also was the kind of management attitude that motivated workers to reach out to Teamsters Local 633.

"The company wanted loyalty from us, but at the same time they didn't want to talk with us," explained delivery driver Bob Poirier.

Since New Hampshire Distributors is the state's largest distributor of Anheuser-Busch beer, the drivers counted on support from Teamster members who work at A-B's brewery in Merrimack, New Hampshire.

"The brewery workers definitely gave us a boost by coming to meetings and talking about what the union had done for them,"
Poirier said.

"Last summer, management wouldn't even talk with us. Now, we're negotiating a contract."

Price says that library district workers were frustrated with members of the Board of Trustees who were limiting input from workers and playing favorites on promotions.

At two mass meetings with
Teamsters Local 14, 90 percent of
the workers signed cards requesting
union representation and quickly won
recognition from the Board of
Trustees.

"I never thought I would be a Teamster," Price added. "But it's right on — it's really empowering!"

for

30,000 Workers Chose Teamsters in 1997

More than 30,000 workers chose to join the Teamsters in 1997
— the most in many years.

Sparked by the UPS victory last summer and our new "worker-to-worker" approach to organizing, the Teamsters held 33 percent more National Labor Relations Board organizing elections in 1997 than in 1996 and won 45 percent more.

Volunteer Organizers Aid Warehouse Win

Backed by dozens of Teamster volunteers, 140 workers at a Fleming Foods warehouse in Dallas took on one of the city's leading union-busting attorneys and voted by an 80 percent margin to join Local 745.

Key issues included seniority rights and health and pension benefits.

"One guy who wanted to retire found out he would only get a couple of hundred dollars a month," said 18-year Fleming worker John Chism. "We were putting in all this time and getting nothing in return, so we said, 'It's time for us to make a move."

Chism said that having Teamster members from the local available to talk with

Fleming workers at union meetings helped to reassure people who were nervous.

"Management was saying the union would be unstable," Chism recalled. "But people came to the meeting and there was a Teamster saying he's been in the local for 20 years — so you could see what the company was saying wasn't true."

On the day of the vote, 40 Teamster members held a rally outside the Fleming warehouse during the workers' break

"People were kind of nervous and that really pumped everyone up," Chism said. "When we were going back in, everyone was yelling 'Union, Union!"

Trash Workers Clean Up

Southern Sanitation garbage and recycling truck drivers in Pompano Beach, Florida, keep the community clean.

Now, they have Teamster representation to make sure they aren't treated like trash.

Increasing work loads and cuts in pay convinced the 219 drivers to organize with Teamsters Local 390.

"Our tonnage has doubled and we're working 20 more hours per week — but our paychecks are lower than they were three years ago," said recycling driver Nancy Szoch.

"With the union we finally have hope to see a fair contract."



on the line

Warehouse Contract Bridges Gap to Medicare

onnie Talton has been working at the same Giant Food warehouse for 40 years, but he can't afford to retire even though he is eligible.

Now 58 years old, he wouldn't be eligible for health coverage under Medicare until he turns 65.

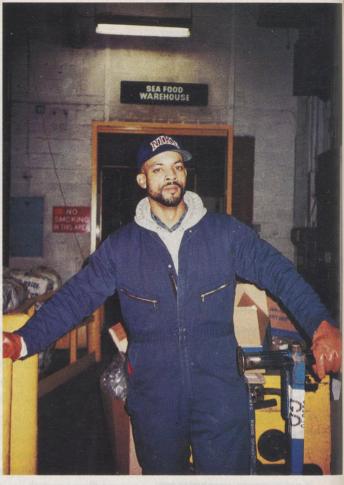
"When I was young I never worried about health care," explained Talton, a member of Teamsters Local 730 in Landover, Maryland. "But when you get older and you get your aches and pains — that's when you really need it."

Like Talton, many of the Giant workers started at the warehouse in their late teens. That's why they decided to deal with the problem of retiree health care in their recent contract negotiations.

In addition to winning new job security protections and pension improvements, the workers obtained affordable health care for retirees who aren't vet eligible for Medicare.

"Bending down and picking up boxes all day in the 35-degree refrigerated unit will put a lot of wear on your body," said Giant seafood warehouse worker Michael Wimbush.

"I was a kid when I started here," added Wimbush, now in his 30s. "It will be good to be able to leave after 30 years."



Giant Food warehouse workers like Michael Wimbush won a new contract that will provide health care coverage for members who retire before they are eligible for Medicare.

Picketing Key for Hertz Workers

ertz car rental mechanics and attendants at the Tampa Bay airport were facing a familiar situation.

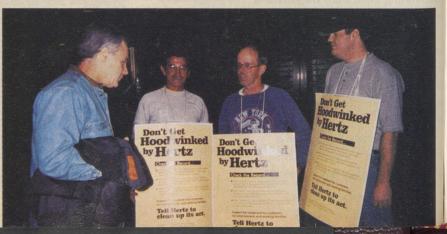
After a year of contract negotiations, the company was still stonewalling on the workers' key issues.

With support from new Local 79 leaders elected in 1995, the workers decided to do something about it.

"Hertz has had record profits for the last five years and we were tired of management saying 'no' to everything," said vehicle service attendant Eddie Valdalez. "This time we picked up signs and started walking outside." With assistance from the International Union, the Local 79 members picketed near the Hertz rental counter at the airport and leafletted at a Hertz used car sales lot in Tampa Bay.

After just one week of actions, the company agreed to the pay and benefit improvements workers needed.

"Customers were very supportive," Valdalez added. "Next time we won't wait a year."



ELECTION OFFICE UPDATE

This report to IBT members describes developments through March 30, 1998, that affect the rerun election.

I. RERUN ELECTION PLAN

On February 24, 1998, I proposed a timetable for the rerun election of International officers and I applied to the United States District Court for the Southern District of New York for an order approving that schedule. I also applied for the Court to approve limited changes to the Rerun Election Plan ("Rerun Plan"). On March 24, 1998, the Court approved some of the proposed changes governing slate organization, contribution limits and financial disclosure, but declined to approve the proposed rerun election timetable. The Court did not approve or set a timetable for the rerun election. The Court states that once a final determination has been made in the Carey Slate Protest, the Election Officer may submit a proposed timetable for the rerun election to the Court. As soon as a new timetable is approved, the Election Officer will issue a fully revised Rerun Plan.

On March 30, 1998, the Election Officer issued a First Supplement to the 1996 IBT International Officer Rerun Election Plan to the candidates in the International officer election, the IBT, the IBT General Executive Board and to all IBT subordinate bodies.

The Rerun Plan has information which is important to every IBT member, such as the limits on how much money a member can contribute to International officer candidates. All IBT members should be familiar with the Rerun Plan, which is summarized below:

Nominations for rerun candidates

Candidates who were nominated and appeared on the ballot in the initial election are eligible candidates in the rerun election without any requirement of renomination if they notified the Election Officer of their intent to continue as candidates by November 21, 1997. There will also be supplemental nominations for candidates. The Election Officer will publish a notice of procedures for supplemental nominations soon after the Court approves a schedule.

The supplemental nomination procedures will provide for nominations by mail ballot cast by active delegates to the 1996 IBT Convention (or alternate delegates as appropriate) who are active members at the time of balloting.

Slates

The Court approved a proposal to allow <u>all</u> candidates to file new slate declarations for the rerun election. Previously nominated candidates and candidates nominated by supplemental nominations may join any slate by filing a slate declaration. The deadline for filing slate declarations will be determined and announced when a rerun timetable is approved.

Notice of Rerun Election and Nominated Candidates

The date for publishing this Notice will be determined and announced when a rerun timetable is approved.

Union Publications

The Election Rules concerning union publications remain in effect. The Election Officer will issue special guidance in the Rerun Plan about the content and distribution of any Union publications during the time period that starts with the supplemental nominations and ends with the final certification of election results.

Campaign Contributions and Disclosure

The Court approved a change in the Rerun Plan's limitations on campaign contributions. As approved, the Rerun Plan limits contributions to members only. No candidate, slate of candidates or independent committee, nor anyone who acts on their behalf, may solicit or accept financial support, or any other direct or indirect support of any kind, from any non-member. Non-members include former members of the IBT (including retirees). The Rerun Plan limits the amount of money that candidates, and members in general, may contribute. Candidates may not contribute more than \$5,000 in total to the rerun election. Members may not contribute more than \$1,000 to any slate, independent candidate or independent committee in the rerun election. If an independent candidate joins a slate, the slate shall return any contributions to any members whose combined donations to the slate and candidate exceed the \$1,000 limit.

Candidates, independent committees that raise money for a candidate, and campaign committees are responsible for reporting to the Election Officer on their finances. Every financial contribution, regardless of the amount, must be reported by the recipient to the Election Officer in the Campaign Contribution and Expenditure Report ("CCER"). Information about each fundraising event must be separately reported.

Each candidate, slate and independent committee is subject to audit by the Election Office without notice. Any audits that occur will be conducted to assure that the Election Rules are being followed.

The Rerun Plan supplements, but does not replace, the Election Rules. Where the provisions of the Rerun Plan and the Election Rules are inconsistent, the provisions of the Rerun Plan should be followed. Otherwise, the Election Rules remain in full force and effect.

II. CAREY SLATE PROTEST INVESTIGATION

As previously reported, the Election Officer and his staff are in the process of conducting a thorough investigation of the allegations in a protest filed by the Carey Slate against Mr. Hoffa and his slate as directed by Election Appeals Master Kenneth Conboy in his November 17, 1997 decision. I expect to issue a decision in this investigation in April. Once a decision has issued, I will propose a new rerun election timetable to the Court.

III. PAYING FOR THE ELECTION OFFICE

In December 1997, the Election Officer requested the Court to enter an order ensuring full funding for the supervision of the rerun election. The Court issued a decision on the Election Officer's application on December 18, 1997. The order stated

that the IBT was responsible for funding the rerun's supervision. The IBT appealed that decision to the United States Court of Appeals for the Second Circuit. On March 30, the Court of Appeals issued a decision reversing the decision of the District Court. The Court of Appeals wrote that it was "undisputed" by the Government and the IBT that the rerun election is part of the 1996 IBT International officer election. Applying the Consent Decree's provision that the IBT "consent[s] to the Election Officer, at Government expense, to supervise the 1996 IBT elections," the Court of Appeals stated that "the government must bear the costs it has agreed to." The Government, the IBT and the Election Officer are studying the Court's decision. Regardless of how the parties ultimately pay for the rerun election, the Election Officer and his staff is continuing to plan for the rerun election.

Any member desiring to file a protest alleging a violation of the Election Rules or the First Supplement to the Rerun Plan may do so by faxing a copy of the protest to the Election Officer at 202-624-3525, by personal delivery to the Election Office or by overnight mail. The protest should contain a clear written statement of the alleged improper conduct, and should identify by name, address, and telephone number each person or entity involved in the protest.

Any member or other person desiring to offer information or evidence in a protest may contact the Election Office at our toll-free number, 1-800-565-VOTE or send the information to the Election Officer at 444 North Capitol Street, NW, Suite 445, Washington, DC 20001.

Michael G. Cherkasky

REPORT XXXIX TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster

DATED: March 20, 1998

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Thirty-ninth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including three new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports. Wherever we refer to Mr. Carey as General President, it was at a time before he had taken a leave of absence and before the IRB-recommended charges had been filed against him.

II. NEW INVESTIGATIVE REPORTS

A. NICHOLAS A. NARDI — Local 416, Cleveland, Ohio

On February 12, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning charges against Local 416 President and Joint Council 41 President Nicholas A. Nardi. The Investigative Report recommended that Nardi be charged with associating with members of organized crime including, but not limited to, Peter John Milano, Carmen Milano and Russell Masetta. The Report further recommended that Nardi be charged with failing to cooperate with the IRB when he intentionally misled the IRB regarding his meeting with Peter John Milano. On February 17, 1998, Mr. Sever notified the IRB that he had adopted and had filed charges against Nardi and he referred the charges back to the IRB for a hearing. On March 16, 1998, the IRB sent a notice of hearing to Nardi for his scheduled hearing on April 13, 1998. We will keep you informed.

B. PETER M. DIFRONZO —Local 731, Chicago, Illinois

On March 16, 1998, the IRB transmitted an Investigative Report to Acting General President Tom Sever concerning charges against Local 731 member Peter M. DiFronzo. The Investigative Report recommended that he be charged with bringing reproach upon the IBT and violating his membership oath by being a member of organized crime and by knowingly associating with other organized crime members including, but not limited to, Joseph Andriacchi. On March 18, 1998, Mr. Sever notified the IRB that he had adopted and had filed charges against DiFronzo and he referred the charges back to the IRB for a hearing. We will keep you informed.

C. DANIEL LOMBARDOZZI, ROGER IMMERGLICK, JASPER CUMELLA, LOUISE DAVIS, WILLIAM DEN-NEHY, YETKIN KURULGAN, AND DAVID LOFTON — Local 918, Brooklyn, New York

On February 19, 1998, the IRB transmitted an Investigative Report to Eugene Maney, Trustee of Local 918, concerning charges against the seven Executive Board members of Local 918. The Investigative Report recommended that each be charged with breaching his fiduciary duties to the members, embezzling and converting Local Union funds to his own use and bringing reproach

upon the IBT by voting to transfer \$25,000 in Local Union funds to challenge an attempt by the IBT to place the Local into trusteeship. The funds were transferred out of the general fund to the attorney retained to challenge the trusteeship, who in fact did so. On March 4, 1998, Trustee Maney charged the seven officers of Local 918 with violations of the IBT Constitution as proposed by the IRB. We will keep you informed.

III. STATUS OF PREVIOUS IRB CHARGES

A. WILLIAM W. HAMILTON, JR. AND RONALD CAREY

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In past issues of the *Teamster* magazine, we informed you that on October 22, 1997, the IRB transmitted an Investigative Report to Members of the General Executive Board concerning charges against former IBT Director of Governmental Affairs William W. Hamilton, Jr. The Investigative Report recommended that Hamilton be charged with arranging to have and having the IBT donate money to advocacy groups as part of a scheme in which, in return for the IBT's donations, individuals would donate money to benefit the Carey campaign. The General Executive Board filed the charge referred by the IRB and returned the matter to the IRB for a hearing.

In past issues of the *Teamster* magazine, we also informed you that on November 25, 1997, the IRB issued an Investigative Report to Members of the General Executive Board concerning charges against Ronald Carey. The Investigative Report recommended that Carey be charged with bringing reproach upon the IBT. The Report alleged that Carey, in breach of his fiduciary obligations, authorized IBT contributions in October 1996 totaling \$750,000, knowing the contributions would result in a personal benefit to him in money to pay expenses for his re-election campaign. The Report alleged further that Carey failed to exercise his fiduciary obligation to inquire into the circumstances surrounding his co-fiduciary's recommendations of these transactions. The General Executive Board filed the charges referred by the IRB and returned the matter to the IRB for a hearing.

A combined hearing on Hamilton and Čarey was held on January 20, 21 and 22, 1998. On the last days of the hearing, the attorneys for Carey and Hamilton restated their requests that additional records and witnesses needed to be made available to the hearing because they were relevant to the proceedings. The hearing reconvened on March 11, 1998, and the IRB heard testimony from a witness who was requested to be heard. Briefs will be filed by the Chief Investigator and by counsel to Hamilton and to Carey. We will keep you informed.

B. GLENN BOGGIA — Local 282, Lake Success, New York

In past issues of the *Teamster* magazine, we reported that on August 6, 1996, the IRB issued an Investigative Report to Local 282 Trustee Gary LaBarbera concerning Glenn Boggia. The Investigative Report alleged that Boggia accepted a bribe from an informant posing as a contractor's representative on a Queens construction project. General President Carey permanently barred Boggia from the IBT and IBT affiliates. The IRB notified Carey that the decision was not inadequate. Appeal material from the attorney for Boggia was reviewed by the IRB and on December 17, 1997, the IRB notified Boggia and his attorney that its review of the materials submitted did not change its prior decision. On March 9, 1998, the IRB made an application to the Court regarding its finding that the IBT deci-

sion whereby Boggia was permanently barred from the IBT and IBT affiliates was not inadequate. We will keep you informed.

C. BRUCE W. PRESLEY — Local 497, Akron, Ohio

In past issues of the *Teamster* magazine, we informed you that on April 15, 1997, the IRB issued an Investigative Report to the Members of Joint Council 41 concerning Local 497 Secretary-Treasurer Bruce W. Presley. The Report alleged that Presley made interest-free loans in excess of \$2,000 to himself through advance payments of salary, embezzled Local 497 funds by means of a pay increase without approval of the Executive Board, and authorized the signing of checks drawn on Local 497 accounts in violation of Local 497 Bylaws and the IBT Constitution. Joint Council 41 filed charges against Presley and after holding two separate hearings found Presley not guilty. On December 17, 1997, the IRB notified Joint Council 41 and Presley that the response to the charges was inadequate and that the IRB would hold a hearing on the matter. An IRB hearing was held on February 10, 1998. A transcript of the hearing was received and briefs are being filed. We will keep you informed.

D. VALENTINE N. ORTENSE — Local 560, Union City, New Jersey

In the last issue of the *Teamster* magazine, we informed you that on December 16, 1997, the IRB transmitted an Investigative Report to Acting General President Tom Sever concerning charges against Local 560 member Valentine N. Ortense. The Investigative Report recommended that he be charged with bringing reproach upon the IBT and violating his membership oath by knowingly associating with Michael Sciarra, a member and associate of organized crime. On December 19, 1997, the charges against Ortense, adopted and filed by Mr. Sever, were referred back to the IRB. The IRB notified Ortense on March 16, 1998, that his hearing was set for April 13, 1998. We will keep you informed.

E. LOCAL 714 - Chicago, Illinois

In past issues of the *Teamster* magazine, we informed you that on September 25, 1997, the IRB transmitted a follow-up Report to General President Carey regarding the trusteeship imposed by the IBT upon the IRB's recommendation of August 5, 1996. The follow-up Report alleged that members of the Hogan family, the family which previously ran the Local and the trade show and movie division, may have been assigned to work on movie productions without regard to the Local's seniority system. It alleged further that members who own companies which do business with trade show contractors and movie production companies may still be permitted to hold positions of authority within the division. Acting General President Tom Sever notified the IRB that hearings on two Hogan family members were to be scheduled. In addition, Mr. Sever forwarded to the IRB a status report on actions taken on Local 714. The status report is under review by the IRB.

F. JAMES SANTANGELO AND RICHARD MID-DLETON —Local 848, El Monte, California

In past issues of the *Teamster* magazine, we informed you that on August 4, 1997, the IRB issued an Investigative Report to Joint Council 42 concerning charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton. The Investigative Report recommended that each be charged with creating a Severance Plan designed to accelerate severance payments and eliminate the need for termination from employment, and by distributing payments to themselves and others in

contravention of the Local's Bylaws. The report alleged that the checks they signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. After its hearing on the matter, Joint Council 42 dismissed the charges. The IRB notified Joint Council 42 on February 24, 1998, that its decision was inadequate and that it should notify the IRB as to what action the Panel would take in response to the IRB's finding. On March 3, 1998, the attorney representing Joint Council 42 notified the IRB that he would review the files and tentatively have a meeting of the Panel in April 1998. We will keep you informed.

G.LOUIS J. DIMARIA — Local 868, New York, New York

In past issues of the *Teamster* magazine, we informed you that the IRB transmitted an Investigative report to the Executive Board of Local 868 concerning charges against Louis J. DiMaria. He was charged with failing to cooperate with the IRB by refusing to appear for a sworn in-person examination. Subsequently, he was given another opportunity to appear and did appear for his examination. On May 22, 1997, the IRB notified the Executive Board that it should hold a rehearing on the charge so that all the relevant information, including information in the transcript of his sworn examination, could be considered. Mr. Carey appointed a panel which held a rehearing on November 12, 1997. On February 9, 1998, the IRB was informed by Acting General President Tom Sever that DiMaria was suspended from membership in the IBT and any of its affiliates for three months, and during that period barred from holding office or employment with the IBT or any of its affiliates. The IRB has the matter under review.

H.LOCAL 918 — Brooklyn, New York

In past issues of the *Teamster* magazine, we informed you that on September 16, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 918 be placed in trusteeship because the Executive Board allegedly engaged in a pattern of conduct which prevented the members from obtaining information and exercising their rights. The Local, with more than 1,000 members, failed to hold a general membership meeting in the past ten years that was attended by more than 22 members. The Report alleged that the Local's solvency has become dependent upon money received from the health and welfare and pension funds. Finally, in negotiating collective bargaining agreements, the officers apparently allowed employers to be members.

On October 3, 1997, General President Carey put Local 918 in trusteeship. Trusteeship hearings were held on November 5 and December 1, 1997, by a panel appointed by Mr. Carey. The panel decision is expected in late March 1998. We will keep you informed.

I. CHARLES THIBAULT, ALFRED MORRISON, VAL NEAL, WAYNE MASLEN, RICHARD GODIN, VINCE JOHNSON AND CECIL McEWAN — Local 938, Mississauga, Ontario, Canada

In past issues of the *Teamster* magazine, we informed you that on October 15, 1997, the IRB transmitted an Investigative Report to General President Carey concerning charges against the seven Executive Board members of Local 938. The Investigative Report recommended that each be charged with failing to cooperate with the IRB by refusing to allow a books-and-records examination. On November 12, 1997, General President Carey filed charges against the seven Exec-

utive Board members and later appointed a panel. The matter is under review by the IRB. We will keep you informed.

IV. DISCIPLINARY ACTIONS UNDER OTHER CONSENT ORDERS

In the last issue of the *Teamster* magazine, we reported disciplinary actions against Teamster members under Consent Orders issued by other than the United States District Court for the Southern District of New York. We have the following case to report.

A. United States District Court for the Eastern District of New York

The Office of the Independent Supervisor of Local 851 of the International Brotherhood of Teamsters, appointed pursuant to the Consent Decree entered October 17, 1994, in United States of America v. Local 295, International Brotherhood of Teamsters, et al., CV-90-0970 (EHN)(E.D.N.Y.) (the Consent Decree), filed charges against Local 851 member Frances X. Nappi for violating the Consent Decree. On May 30, 1997, Nappi was charged with obstructing the work of the Court-appointed Independent Supervisor by knowingly associating with Anthony Razza, a person enjoined from participating in union affairs and an associate of an organized criminal group, and by falsely testifying and endeavoring to conceal material facts.

In his decision of August 19, 1997, the Independent Supervisor found Nappi guilty as charged and disciplined her by termination from membership in Local 851 and the IBT. He also assessed a fine. That decision was submitted to the Honorable Eugene H. Nickerson and was affirmed by him on January 22, 1998.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 130 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

VI. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrong-doing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001 at-

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being serviced with the supposed "quality" that UPS management espouses.

UPS company policy towards its employees stinks! For me it's beginning to symbolize all that is wrong with big business today. Greed, dishonesty, and a ruthless atmosphere of distrust permeates that work place.

Joan Warnick Local Union 671 East Hartford, Connecticut

Tightest Ship

Do you know how to tell when a United Parcel Service manager is lying? His or her lips are moving!

My book, The Tightest Ship: A UPS Exposé, is the first book about the bad guys — UPS management!

It reveals corporate blunders that cost UPS millions, but never made it to the seven o'clock news.

Most of all, it is about all of us! The names change and the centers change, but the bad treatment is the same.

Please read this book. It's time for everyone to know the truth about UPS.

Send a check or money order for \$8.95 plus \$1.95 S/H to: El Dorado Productions, P.O. Box 297, Cogan Station, PA, 17728 or call 1-800-820-3408.

Charles L. Kane Local Union 764 Cogan Station, Pennsylvania

Skip Lunch?

After reading the letters by Mike Roth and Warren White (January/February 1998), I wonder why they read this Teamster magazine when they can read "The New Republican."

As far as Mr. White's desire to have the option to "skip lunch," don't you think management would just give you an hour's more work? This has been going on as long as I've been at UPS (23 years).

Patrick T. Daggett Local Union 162 Portland, Oregon



I would like to express my feelings of being a member for 40 years in the Teamsters Union.

If it were not for being a Teamster, I would not have what I have today. Being retired is a wonderful feeling.

Anyone that is not in a union is wasting time. So I suggest you get involved with the Teamsters Union.

Lawrence Gasparro Local Union 407 North Olmsted, Ohio

Remember Retirees

To my brothers and sisters: when you are talking contract for the upcoming year, how about thinking about your retired members who have made the good union you work for today?

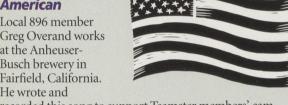
Get us a raise in monthly pay and also some good medical benefits.

How many of you today would like to get less than \$1,500 a month after 40 years of service? Think about this.

R. Rogers Local Union 317 Lansing, New York

The Dream **American**

Local 896 member Greg Overand works at the Anheuser-Busch brewery in Fairfield, California. He wrote and



recorded this song to support Teamster members' campaign to win a good contract at Anheuser-Busch.

You asked much more from us. We took it in stride. You claimed appreciation. It seems you lied. So now we carry signs that speak our demands. The working class roots for us. They understand. Sure we are Teamsters, we take care of our own. But our fight brings hope to each American home.

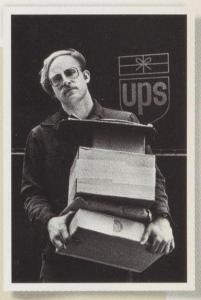
[CHORUS]

We fight for every woman, and every man, who every day are doing the best they can. We fight for every woman, and every man, who want to live the dream American.

We make you money, more than you expect. You take from us. Do you call that respect? Somehow the riches seem to rise to the top. While we down here work harder. Where does it stop? You'd like to see us disappear over time. We tell you here and now we're drawing the line.

[CHORUS]

You want to buy us over to your side. What of our dignity? What of our pride? You hope dividing us will cause us to fold. Shop versus shop, and young against old. Then you could dictate with a wave of your hand. It's time you learned, that united we stand.



Pride In Our Work

This photo of a Teamster UPS driver is one of 150 pictures of American workers contained in a new book by Earl Dotter, one of the country's leading photographers.

The book shows dramatic images that capture many types of work, including public service, health care, police and corrections, construction, food processing, mining, auto plants, wood products, and clothing and textiles.

To order an autographed copy of "The Quiet Sickness: A Photographic Chronicle of Hazardous Work in America," send a check for \$49.95 (includes shipping) to Earl **Dotter, 1714 Luzerne** Avenue, Silver Spring, MD, 20910.

IT'S YOUR VILLE Use It or Lose It!

In this election year, major issues affecting working families will be debated in Congress and by state and local public officials.

Big Business will outspend working people by more than 11 to 1.

But you can have a voice if you get involved.

Here's what we've stopped Newt Gingrich and his Big Business cronies from doing to working families over the past four years:

- Eliminating overtime pay for overtime work.
- Cutting Medicare and Social Security to pay for new tax breaks for the rich.
- Forcing striking Teamsters at UPS back to work without a contract.
- Passing Fast Track authority to expand the NAFTA trade deal and cut more good jobs.
- Destroying highway safety and thousands of Teamster jobs by allowing U.S. corporations to use \$7-a-day trucks from Mexico on U.S. highways.
- Forcing bakery or beverage drivers and other Teamsters to be considered independent contractors without pensions, overtime, health insurance, or other benefits.



- Eliminating prevailing wage laws that protect construction and service workers' wages.
- Allowing companies to loot our pensions.
- Cutting funds for schools, college loans, and job training.

Stand Up For Good Jobs!

- 1. Register to vote and make sure your family, friends, and coworkers are registered, too.
- **2.** Get involved in Teamster political action. Ask your local union how you can make sure our voice is heard in politics.

JUNE 1998 WAREHOUSE ORGANIZING PUBLIC WORKERS SAVE JOBS ENFORCING THE UPS CONTRACT WHO MADE YOUR ORANGE JUICE?



SURGET BONK
FOR
SUPPORT

speaking out



A-B Contract Campaign Continues

After voting by an overwhelming margin to reject a "final" offer from management, Teamster members at Anheuser-Busch breweries continued their campaign to win a good new contract.

In April, 150 Teamsters made their voices heard at the company's annual shareholders meeting in Williamsburg, Virginia (above).

Negotiations continued as this magazine went to press.

Go To Meetings

In response to Mr. Horace Bell's letter in the March Teamster magazine about negative response when trying to reach out to possible new Teamster recruits, I'm not sure some of the people you and I are talking to would be good solid Teamsters.

I don't know how the people you are talking to know if the union officials will or will not help them if they join the Teamsters or how they know if the union cares about them or not. It must be truck stop gossip and if the officials are getting out and educating the people the way they should.

I found out a long time ago that you need to go to the meetings once a month to get your education about what's going on inside the union, instead of fishing and hunting on most every weekend.

Also, I think the people need to be contacted by the members who can tell them how they appreciate what they now have and how they came about having it. I started out in July, 1946, at 59 cents per hour. Believe me, I've been there. I do appreciate what I have now that I'm retired.

I have missed I think five regular monthly meetings since I retired in 1990. I try to keep up with what is going on. I need to talk intelligently about what is going on when I

> Raymond L. Willfong (retired) Local Union 878 Little Rock, AR

Right To Complain

The article in Speaking Out, March 1998, about slowing down and driving safe is a subject for every driver, but when it singles out UPS drivers, enough is enough. I've been a package driver for UPS for ten years and a job steward for eight years and I've heard and read brother Teamsters complain about UPSers for too long.

I will try to remedy this with a few facts.

About our drivers complaining too much: we pay union dues, we have a right to complain. If there were no complaints, we wouldn't need a union.

About us being in a big rush: we work hard, that's the UPS way. We serve our customers well and and we are highly regarded by the public (see public opinion during the strike of '97)

About us being unsafe drivers: we have the largest private fleet in the nation. On UPSers being afraid of management demands: see 150 weight strike in the early '90s, see UPS strike of August '97. Enough said.

Bill Benton Local Union 728 Atlanta, Georgia

Lighten Up

In the March Teamster magazine "Around the Union" section, there was a picture of Drew Barrymore and the article went on to say David Letterman took a cheap shot at the Teamsters.

Come on, lighten up — it was a good joke. I laughed at it. Let's not take ourselves so serious. I am proud to be a Teamster.

> Glenn Graham (retired) Local Union 959 Anchorage, Alaska

Red Tags

I am a line driver of Roadway Express, Inc. In response to Brother Michael E. Harrison of Local 375, Cherry Creek, New York, Mr. Harrison stated he is a driver-hostler. That means he is in posses-

Continued on inside back cover

"Speaking Out" is the letters-to-the-editor column of Teamster Magazine, 25 Louisiana Ave., NW, Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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- **Reform Gives Members New Power**
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Teamster Action Blunts Attacks on Working Families

Phone calls and letters from Teamster families to members of Congress have helped defeat a number of political attacks on working families.

Several key legislative battles continue, however, so make your voice heard!

NAFTA, GOOD JOBS, FOOD SAFETY, AND **HIGHWAY SAFETY.** Teamster action stopped a proposal from being added to the highway funding bill (called "ISTEA") that would have allowed trucking companies to start using unsafe trucks and \$7-aday drivers from Mexico on U.S. highways.

We also stopped a proposal that would have ended job safety and health protection for Teamster drivers transporting hazardous materials.

The American Trucking Association is still pressuring the Clinton-Gore administration to implement the part of the NAFTA trade deal that would allow companies to exploit Mexican drivers to move freight now hauled by U.S. drivers.

In addition to threatening good jobs and highway safety, NAFTA trucking would pose a new threat to food safety by dramatically increasing the number of uninspected trucks entering the country.

Action: Ask Congress to urge President Clinton and Vice President Gore not to implement the trucking part of NAFTA.

INDEPENDENT CONTRACTORS. After failing last year, corporations are trying again to make it easier to reclassify workers as "independent contractors."

Workers considered independent contractors would lose their pensions, workers' compensation rights, overtime pay, and even their jobs.

Action: Ask Congress to defeat H.R. 3722

or any attempt to make it easier for employers to reclassify employees as independent contractors.

JOB SAFETY AND HEALTH.

Republican leaders in the U.S. House of Representatives are pushing three bills (H.R. 2869, H.R. 2873, and H.R. 2661) that would weaken workers' rights under the Occupational Safety and Health Administration (OSHA).

To contact your U.S. Senators, write c/o U.S. Senate, Washington, DC 20510. Write to your Representative c/o U.S. House of Representatives, Washington, DC **20515.** The phone number for Congress is (202) 224-3121.

H.R. 2869 would prevent OSHA from looking at employer records that prove the employer knew a workplace was unsafe. That would make it impossible for OSHA to punish employers that willfully endanger workers.

Action: Ask Congress to reject those three bills and any other proposals to weaken job safety protection under OSHA.

OVERTIME PAY FOR SALES WORKERS.

Teamster calls and letters helped stop big business from taking away overtime pay from Teamster sales drivers.

The attack on sales drivers was removed from a broader bill (H.R. 2888) approved by the House Education and Workforce Committee that still undermines overtime protections for a wide range of other sales workers.

Big business is lobbying for another vote to undermine overtime rights for sales drivers.

Action: Ask Congress to reject H.R. 2888 and any proposal to take away workers' overtime rights.

SILENCING WORKERS' VOICE IN POLI-

TICS. In the U.S. House of Representatives and in at least 18 states, Teamsters and other union members have stopped corporate interests from winning new restrictions on workers' right to spend money to be heard on legislative and political issues.

But similar proposals are still alive in some states and are expected to be brought

> up again in Congress sometime this year.

Action: Ask your local union whether proposals to silence working families in politics are being considered in your state and, if so, how you can help defeat them. Also ask Congress to reject any attempt to silence working families.

To All Members of the International Brotherhood of Teamsters from Election Officer Michael G. Cherkasky:

n April 27, 1998, Michael G. Cherkasky, the court-appointed Election Officer, issued a ruling in an election protest filed against James P. Hoffa and members of the Hoffa Slate concerning the 1996 IBT Officer Election. Among other findings, the Election Officer found that Mr. Hoffa had not properly reported \$43,868.60 in contributed money.

The Election Officer also found that Mr. Hoffa personally decided not to report publicly a \$1,000 contribution he received from former IBT General President William J. McCarthy. The contribution itself was proper. The Election Officer's investigation found, however, that Mr. Hoffa personally decided not to list Mr. McCarthy's contribution on his publicly filed report.

When asked about this matter, Mr. Hoffa gave sworn testimony under oath that the non-disclosure of Mr. McCarthy's contribution was an "oversight." Based on other evidence, however, it is clear that Mr. Hoffa personally reviewed his campaign filings and personally decided not to disclose the McCarthy contribution to the IBT membership or to the public. Mr. Hoffa's sworn testimony on this subject was not complete, and was inaccurate.

The Election Officer fined Mr. Hoffa's campaign \$1,000 for not reporting the McCarthy contribution. The Election Officer fined Mr. Hoffa's campaign \$4,286 for the other contributions not disclosed. The Election Officer has also fined Mr. Hoffa's campaign \$16,767 for receiving \$167,675 in services from an employer, Richard Leebove.

Full disclosure of the source of contributions to candidates is essential information that the IBT membership is entitled to have. It tells the members who a candidate is depending upon for money. The Election Officer will impose strong remedies against any candidate that fails to make full disclosure of contributions.

For more information about the Election Officer's ruling, including details about the remedies imposed on Mr. Hoffa and others, turn to the Election Officer's message in this magazine, or visit the website of Kroll Associates, Inc., at www.krollassociates.com.

Michael G. Cherkasky

Election Officer

International Union Probe and Trusteeship Lead to Embezzlement Conviction

omplaints to the Teamsters Ethical Practices Committee (EPC) and an investigation by the International Union have led to the conviction of Richard Hammond, the former president of Local 988 in Houston, for misusing \$179,000 in union members' funds.

On April 10, a federal jury found Hammond guilty on 14 counts of theft, embezzlement, bank fraud, and tax evasion.

Evidence of wrongdoing by Hammond first came to light in 1995, when Local 988 members brought complaints to the Teamsters Ethical Practices Committee.

When an independent audit arranged by the International Union confirmed that Hammond had used a union credit card to buy personal items, the International Union put Local 988 into a temporary trusteeship.

After the trustee took over, additional abuses were discovered, including use of dues money to pay for a storage shed for Hammond's personal belongings.

ABF driver Tom Mitchell helped inventory the contents of the shed.

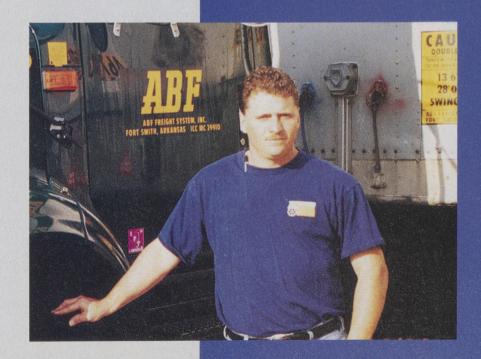
"There were a lot of duck decoys and boxes of shotgun shells and other types of ammunition," he said. "How members can benefit from that I don't know."

The jury found that Hammond...

- ➤ Withdrew \$75,000 from the union's health and welfare fund for his personal use.
- ➤ Used a union credit card to buy over \$60,000 worth of personal items, including silk underwear, firearms and ammunition, auto parts, a satellite dish, monogrammed luggage, and pet supplies.
- ➤ Embezzled over \$44,000 from Local 988's DRIVE fund.

"Hammond claimed the International Union targeted him because of union politics. But the jury was just average citizens – and they found him guilty of misusing the members' money."

— Tom Mitchell ABF city driver, Local 988



HOW ONE LOCAL'S MEMBERS ARE BUILDING A STRONGER UNION

For miles around the Teamsters hall in Youngstown, Ohio, old mills and freight yards lie empty and quiet — remains of a once-booming steel industry that shut down long ago.

But inside Local 377 — and in Teamster workplaces throughout the city — the union is buzzing with new energy and activity.

At companies where members were kept in the dark during contract negotiations, mechanics like

Ron Lyons now get the information they need to get involved and win long overdue improvements.

In shops where management routinely trampled members' rights, stewards like Larry Scarazzo and Tom Moody are getting training to fight back.

In a local that didn't organize to build clout for all working people, Teamster volunteers like Ken



Norris and Susan Matola have helped add 1,000 new members in two years.

And with new democratic reforms at the union hall, longtime warehouse workers like Tom Sheridan are wearing the Teamster logo with pride.

Reform Builds Clout

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he turnaround started when Teamster members in Local 377 elected new leaders who took office in 1996.

"By opening this union back up to the members, we've gained a new level of clout with employers that we never had before," said Local 377 Secretary-Treasurer Michael Schaffer.

The local has cut salaries to pay for a full-time organizer, launched an in-house education program that's open to all members, and started a local newsletter. Rank-and-file members now sit on every local bargaining committee.

"I've been a Teamster through a lot of times and a lot of people, but for a long time I just carried the card," said Tom Sheridan, a Local 377 member since 1963.

"Today I'm proud to be a Teamster again, and I decided it was time for me to get involved."



"The rank-and-file finally has a say in our local union and I'm proud to be a Teamster again. It's on my truck, it's on my shirt, it's on my jacket. I can stand tall."

- Tom Sheridan, warehouse mechanic

"New Approach Brings Better Contract"

ighty-seven cents. That's the total wage increase workers at Valley Industrial Trucks (VIT) had received in 12 years.

Over the same period, they also took cuts in vacation time and sick days.

"In the past, our local didn't give us any information to prepare for contract negotiations," said forklift mechanic Ron Lyons. "We didn't even know how much money the company was making.

"I'd voice my opinion, but it never went anywhere."

That changed when the new leadership at Local 377 started involving workers in contract campaigns.

"This time, we had three or four meetings before negotiations where each guy could say his piece," Lyons explained. "Then we put it all together to get the top priorities — so we came out with everyone united."

Local 377 helped the VIT mechanics obtain figures on company profits, calculate cost-of-living increases, and put together wage charts.

"The owners were shocked when they found out we had all this information," Lyons recalled.

"Before, when they threw down their take-it-orleave-it offers, the union always took it," he said. "This time we left it."

Lyons said Teamster members began preparing for a strike by building support among other workers at companies that rent VIT forklifts.

Once the strike started, it didn't have to last long. After just hours on the picket line, the company gave in and agreed to a \$1.35 per hour wage increase over three years.

"They thought they were dealing with the old team and that we'd never go through with a strike," Lyons said. "We had to wake them up."



Forklift mechanic Ron Lyons on the job at Valley Industrial Trucks.

"Organizing Gives Us All More Strength"

s a 22-year maintenance worker at Youngstown Osteopathic Hospital, Ken Norris knows how tough it can be to take on management of a major hospital.

That's why the Local 377 member volunteered to help when over 850 workers at a nearby nonunion hospital began organizing for Teamster representation last year.

"I knew a lot of the maintenance people at St. Elizabeth's, and I knew they definitely needed a union," Norris explained.

"I also thought it would give us all more strength. If we had a problem at our hospital, I knew they would come help us too."

Local 377 has provided training for Norris and other volunteer organizers.

"We didn't use to do any organizing at all and we never used to be involved ourselves," said Norris. "The attitude here was always 'I pay dues for them to do it.'

"Now I'm seeing that you do have to be involved to make a difference."

Doug Broderick, a maintenance worker at St. Elizabeth's, says help from members like Norris was a major boost during their successful campaign.

"Since Kenny was right there in the trenches at the hospital, his opinions really mattered to us," Broderick explained.



Beer delivery driver Chris Colello and his wife Ruthann have participated in programs for members provided by Ohio's new Joint Council 1.



"Our New Joint Council Does More for Less"

n 1996, Local 377 helped start a new Teamsters Joint Council covering some locals in Ohio.

The new council puts dues money toward services for members instead of extra salaries and pensions for officers.

In two years, the new Joint Council 1 has grown to include 11 locals and 33,000 members.

By eliminating extra pay for joint council officers, Joint Council 1 has been able to cut locals' \$1.50 per capita down to 75 cents. That's saved Local 377 more than \$2,000 per month — money the union now puts towards organizing.

While trimming expenses, the Joint Council has also beefed up programs for members.

Local 377 member Chris Colello and his wife

Ruthann attended a new training seminar for stewards and spouses provided by Joint Council 1 last year in Cleveland.

"For the first time, I got to make contact with people from other locals in the same industry and see how they're doing things and what they've won," said Colello, a beer delivery driver.

"The old Joint Council did not have trainings and did not make information available to members — only the business agent had access."

Ruthann said she was glad that spouses were included.

"I finally got to meet the people that my husband is always talking about," she explained.

"It lets me be more in touch with the issues Chris deals with at work."

MEMBERS PUT EDUCATION INTO ACTION

d Wells, Larry Scarazzo, Curt Penrose, and Tom Moody each work for a different company represented by Local 377 — but they all have something in common.

All four have taken part in a new education program the local has made available to all members.

"All the years I've been in the union, we never had an education class for members," said Ed Wells, a 30year Teamster at the Federal Wholesale warehouse.

"The officers kept all the knowledge to themselves and you were supposed to rely only on them — so you had no control over your fate."

Rights On The Job

For R.L. Lipton driver Larry Scarazzo, learning the basic rights provided in his contract has enabled him and his coworkers to start fighting company abuses.



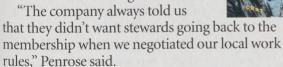
When management put in place a new absentee policy without bargaining with the union, Scarazzo knew the steps to take to start building the union's case if it has to go to arbitration.

"When they used to flash memos at us about policy changes, we just accepted them," Scarazzo explained.

"Now I know that we don't have to. We've told management that there's no more deals."

An End to Secret Deals

Roadway long-haul driver Curt Penrose credits the local's education classes for encouraging more involvement from freight members.



"In 1992, our work rules were not voted on by members, and people were really upset.

"Now we have a box at work where any member can make proposals and any change that's negotiated gets put to a vote."

"In the past, if you raised a question at a union meeting they'd say 'You're out of order' and adjourn. Now everyone can have their say. There are copies of the financial report. It's democracy."

- Ed Wells, warehouse worker

New Tactics

Tom Moody knows that the grievance and arbitration process can be slow.

So when management at
Schwebel Bakery started shifting
Local 377 members' work to other
locations, Moody was eager to try other tactics that

could help him and his coworkers fight back.

"One of the things we've learned through the training is that grievances and arbitrations aren't the only

tools out there," explained the 29-year bakery driver. As this magazine went to press, the Schwebel bakery drivers were developing tactics to put pressure on the company both on the job and in the community.

"We're all spread out over a 100-mile area, so I use email and code words to communicate our plans," Moody said.

"The company is always complaining that 'we used to have good relations with the union," he added.

"But they're just upset because they can't get away with murder anymore."



5 CONTRACT

Members Push UPS To Deliver That

eamsters at UPS are getting involved in a campaign to make management deliver the historic gains won in the 1997 strike.

Under the new contract, UPS agreed to create at least 2,000 new full-time jobs every year by combining existing part-time positions.

But the company is dragging its feet on living up to that requirement.

"I've worked at UPS for 8 years, and I work at least 38 hours a week every week, but they still say I'm parttime," said Troy Hall, a pre-loader and air driver in Texas Local 767.

The International Union has asked all local unions with UPS members to identify where parttime jobs can be combined and to file grievances over UPS's failure to respect the contract.

Local 767 is one local that is involving its members in charting workers' hours in order to show where the new full-time jobs can be created.

"The company isn't going to up and hand these jobs to us," said Dan Williams, a ramp worker at the Dallas-Ft. Worth air hub. "We've got to put pressure on UPS to deliver those jobs."

Worker Research

Making charts of what people do on the job can help fight other abuses as well.

Local 767 package car drivers

hope to stop UPS from servicing permanent routes with cover drivers who are supposed to be used to fill in for sick or injured full-time drivers.

Abuse of cover drivers reduces opportunities for workers to move up into permanent package car driver positions.

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Package car and cover drivers are cooperating to chart what routes cover drivers are handling.

"The cover driver issue is just another case where we have to force UPS to live up to the contract," said Local 767 package car driver John Shorts.

Taking On Subcontracting

Teamster members are also organizing to make UPS live up to its agreement to stop subcontracting.

Under the new contract, subcontracting is allowed only during peak season, and then only with permission from the local union.

"Subcontracting is still a big problem," said David Jasinski, a Local 767 feeder driver. "Management says they don't do it, but we see it with our own eyes."

Newly elected leaders at Local 767 have expanded the number of Teamster stewards in UPS facilities and trained all stewards to map out a plan to deal with subcontracting.

"We have to file grievances against subcontracting," said Jacinski, who is one of the new stewards.

RIGHTS Thains It Agreed To

"We have a new form for members and stewards to fill out if they see any violations."

Once violations are documented on subcontracting, combining part-time jobs, and other issues, membership unity and community support will be needed to get UPS to provide the good full-time jobs working families need.

"This isn't going to be an easy battle," said part-timer Troy Hall.
"But we stood on the picket line to make UPS do the right thing.
We've got to make them follow through."

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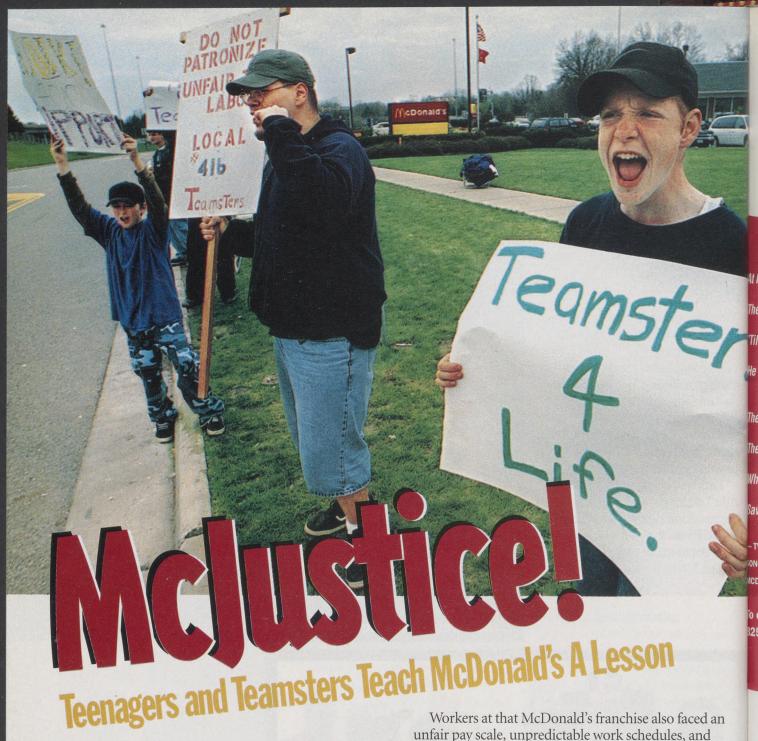
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"It took members working together to win the strike. Now we all need to pull together again to enforce what we won."

— LISA WELLENBROCK, UPS PART-TIMER, DALLAS LOCAL 767



Local 767 stewards meet to chart UPS's use of part-time cover drivers to service regular package car routes. The local is involving members in a contract enforcement campaign to make the company provide more full-time jobs.



o matter where you go, you're never far from

McDonald's Golden Arches. But for a time in April, there was one McDonald's that couldn't take your order.

A group of teenage workers in Macedonia, Ohio, threw down their aprons and launched the first-ever strike against the burger giant.

For fry cooks Bryan Drapp, 19, and Jamal Nickens, 20, the last straw came when an elderly employee left in tears after being screamed at by a supervisor.

"The supervisors just have no idea how to deal with workers," said Nickens, a college student at the University of Akron. "I quit two times before because of how I was treated."

Workers at that McDonald's franchise also faced an unfair pay scale, unpredictable work schedules, and shortages of supplies.

"They promised us stuff and never kept their promises," Drapp explained.

Not wanting to quit but unable to get management to listen, Drapp and Nickens got support from some of their coworkers and started a strike at 6 a.m. Easter

The restaurant opened four hours late as managers scrambled to serve customers.

Community Support

The strike soon caught the attention of Teamster members in the area.

"It was raining and morale was down," Nickens recalled. "A Teamster member stopped by and brought Al Route Eight and the Interstate the strikers held their ground. They thrust aloft their picket signs as the April rains beat down. Til a Teamster bakery driver, he dealt the final blow. He would not cross a picket line in Macedon-i-o.

The bosses watched in horror as the truck it rolled away.
They knew it carried all the buns they needed for that day.
While twenty cheering picketers, still marching to and fro,
Saw victory within their grasp in Macedon-i-o.

-TWO VERSES FROM "THE GREAT FAST FOOD STRIKE OF '98," A 12-VERSE 'ONG WRITTEN BY CLEVELAND FOLKSINGER DEBORAH VAN KLEEF ABOUT THE ICDONALD'S STRIKE IN MACEDONIA. OHIO.

o order the song on tape, send \$2.00 to Deborah Van Kleef, 251 Clarendon Road, Cleveland Heights, OH 44118.

us poster board and snacks. Then he got on his CB to tell truckers to honk their horns when they passed us."

Teamster members like warehouseman Rick Vacha joined the picket line by the Golden Arches.

"When I saw it in the paper I thought it was important to go out there and give them support," said the Local 507 member.

"It takes a lot of courage to go on strike — and these kids weren't even in a union."

Teamster Clout

By the fifth day, the walkout was taking a toll on the restaurant.

Teamster UPS driver Mike Nagy had honored the picket line on Wednesday, and on Thursday morning a



30-year Teamster Rick Vacha (left) and a United Auto Workers member lend a hand to the young McDonald's strikers. "It was beautiful to see them sticking together and fighting for what they believe in," Vacha said.

Teamster bakery driver refused to deliver buns.

"When the bun truck turned around, that's when McDonald's started to panic," Drapp said. "I think that's what finally got them to deal with us."

With assistance from Teamsters Local 416, the strikers negotiated an agreement and called off the strike.

The handwritten agreement, signed by management and the workers, includes pay increases, a week's paid vacation after one year of full-time service (35 hours per week), regularly scheduled crew meetings, and weekly work schedules posted four days in advance.

It also requires mandatory "people skills" training for management at all three McDonald's restaurants in Macedonia.

The action by McDonald's workers in Ohio follows an ongoing campaign by Teamsters Canada to organize McDonald's restaurants in Quebec.

McDonald's recently closed a profitable franchise in St-Hubert, Quebec, after workers there voted for Teamster representation. With help from other unions and the Quebec Federation of Labour, Teamsters Canada is reaching out to the public to build support for organizing at other Canadian McDonald's locations.



In Empalme, Mexico, Union Pacific workers and their families live in abandoned rail cars like this one, without running water or plumbing. The workers' wages are only about \$10 per day.

s giant U.S. corporations build partnerships with big companies in other countries, American union members are responding by building closer ties to workers outside the U.S.

A new example: 4,000 drivers and dock workers at Overnite Transportation who have won Teamster representation over the past three years.

Overnite's parent company, Union Pacific, recently bought a railroad from the Mexican government in partnership with several huge Mexican companies.

The first thing Union Pacific and its Mexican partners did was fire about 13,000 workers and refuse to honor their union contract.

Hugo Hernandez, an Overnite driver from Miami who is now working full-time on the Teamster organizing campaign, recently travelled to Mexico to meet with the workers.

As we went to press, Union Pacific announced plans to try to sell Overnite.

The Teamster: What was the purpose of your trip?

Hugo Hernandez: Here in the U.S., Overnite is basically an outlaw company.

During our organizing campaigns, they've come after us over and over with illegal intimidation tactics and firings — and now they're stonewalling on negotiating a first contract.

They're facing some of the largest complaints ever

cord for viowas common ground for us to work together.

What did you find out?

Hugo Hernandez: After Union Pacific and its partners in Mexico fired thousands of workers, they brought some of them back as "subcontractors" with individual "contracts" for 30 days at a time.

The wages are about \$10 per day. There's no job security. And thousands of workers haven't been rehired.

What are conditions like where the workers live?

Hugo Hernandez: Years ago, the company gave them old boxcars for their families to live in. They're very small - about 20 or 30 feet long and maybe 10 feet wide.

There's no running water and no plumbing. The wood is rotting — and there are rats and roaches all over. One family we visited had seven people living inside one car.

It was almost unbelievable to see. It really proved to me that the whole reason these U.S. companies go to countries like Mexico is to exploit workers and their families.

How are the Union Pacific workers in Mexico fighting back?

Hugo Hernandez: In the city of Empalme, we met with some of the most courageous workers I've ever seen. This spring, thousands of workers there called a wildcat strike and stood on the tracks to block the trains.

In just the few days I was in Mexico, I got a taste of the kind of retaliation Mexican workers can face when they try to fight for their rights.

After we met with independent union leaders in Mexico City, our car was pulled over by about 15 or 20 military officers with their weapons drawn. That night, someone tried to break into my hotel room while I was sleeping.

In Mexico, it still seems like the gun is the law of the

out the help of Teamster freight members and other Teamsters who've volunteered to help us.

I'd like to put out a call to all the members of our union to get involved with our campaign and help us finish the job.

The support of our Teamster brothers and sisters is

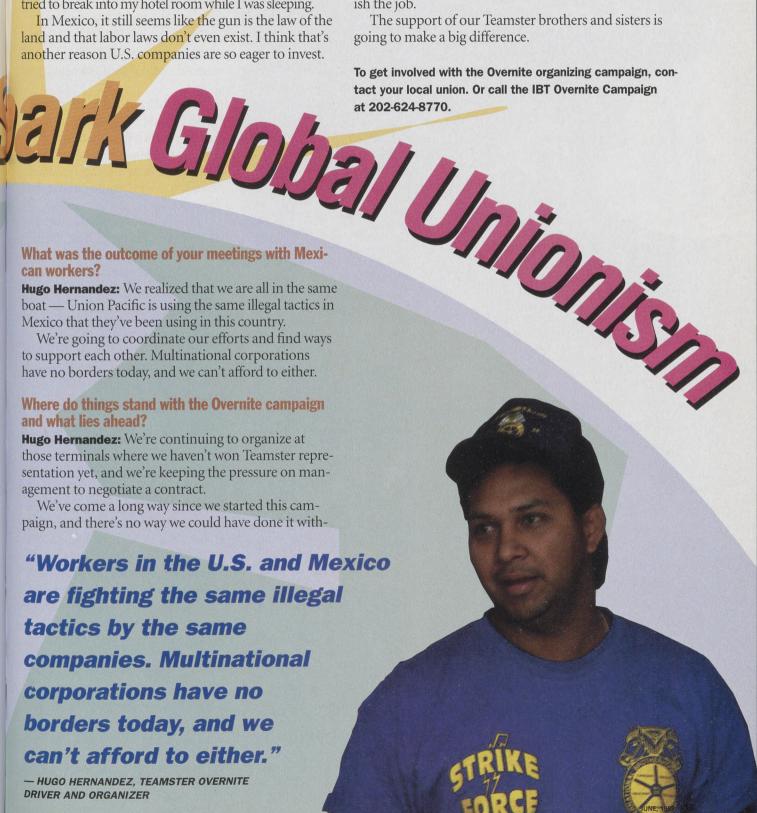
Where do things stand with the Overnite campaign and what lies ahead?

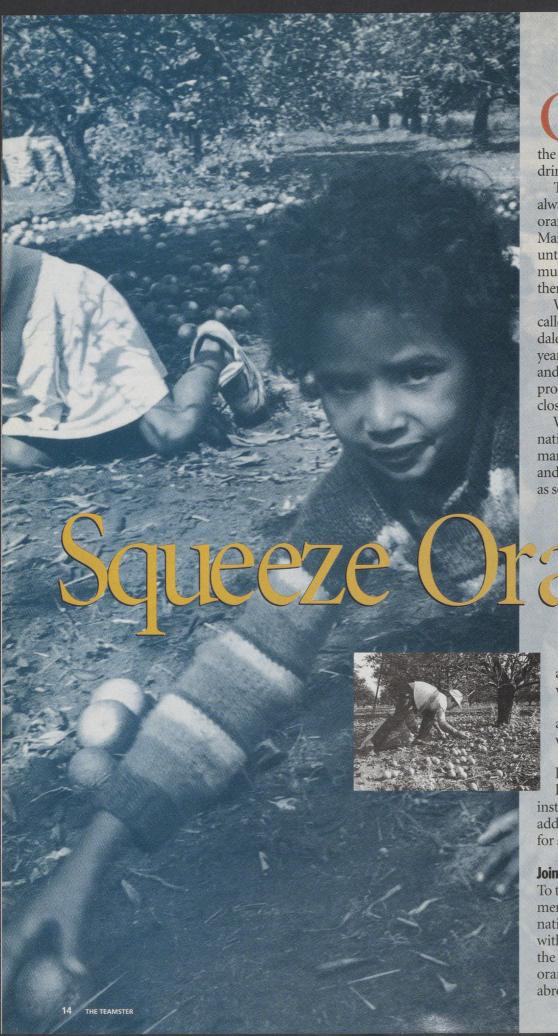
Hugo Hernandez: We're continuing to organize at those terminals where we haven't won Teamster representation yet, and we're keeping the pressure on management to negotiate a contract.

We've come a long way since we started this campaign, and there's no way we could have done it with-

"Workers in the U.S. and Mexico are fighting the same illegal tactics by the same companies. Multinational corporations have no borders today, and we can't afford to either."

- HUGO HERNANDEZ. TEAMSTER OVERNITE DRIVER AND ORGANIZER





ary Gibson and his coworkers in Auburndale, Florida, produce some of the orange juice that millions of us drink each day.

The Local 444 members have always known that some of the oranges they blend into Minute Maid juice come from Brazil, but until recently they didn't know much about the workers who pick them.

When a Brazil-based company called Cutrale bought the Auburndale plant from Coca-Cola two years ago and began firing workers and cutting benefits, the Teamster production workers began to take a closer look.

With assistance from the International Union, they learned that many oranges in Brazil are picked and packaged by children as young as seven years old.

The children are paid just \$3

The children are paid just \$3 a day for 14 hours of work harvesting oranges.

"The orange juice industry is abusing everyone," said Gibson, who has two young daughters.

"It's a horrible thought that kids are on their hands and knees in the orange groves instead of going to school," he added. "It eliminates any chance for success they've got."

Joining Forces

To take on Cutrale, Local 444 members got help from the International Union to build bridges with Brazilian unions and inform the public about the exploitation of orange juice workers both here and abroad.

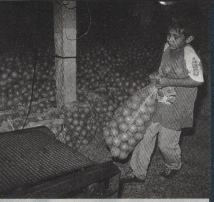
Nelson Morelli, a union leader from Brazil, met with workers in Auburndale and spoke at rallies in Tampa Bay and Atlanta.

He explained how the orange juice industry has helped set up phony "labor cooperatives" in Brazil to exploit children and avoid paying benefits.

The workers' campaign also included a community candlelight vigil at the plant, consumer leafletting at Minute Maid promotional events, a Martin Luther King Day march in Atlanta, and world-wide sticker days.

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Gibson said that efforts to get the community involved made an immediate difference. Just before the candlelight vigil, Cutrale agreed to restore workers' health benefits.



Cutrale must provide four new uniforms per season.
When management said they weren't going to issue uniforms this year,
Local 444 members filed a grievance and circulated a petition to support it.

"In the past, we always just relied on the grievance procedure," Gibson explained.

BEHIND THE SCENES

by Casey and Magan Gibson, age 13 & 11

They work in the fields from just 7 years old, Picking oranges for hours doing as they're told.

This is not the way a child's world should be, They should have half a chance like you and me.

What will their minds hold when they are old? Not giggles and laughs, not memories from home.

Instead they'll have callouses and scars on their knees, From gathering the oranges that fell from the trees.

Not Children

"We got a very positive response from the public," he said.

"We didn't see any movement from the company at all until we started getting the community involved."

Building More Clout

After months of pressure, Local 444 members at Minute Maid ratified a one-year contract with Cutrale.

"We didn't get everything we wanted in this contract, but our fight is not over," Gibson said.

"We're in the process of building our union in the plant so we can make more progress next year."

Gibson pointed to a recent petition drive as an example.

Under the workers' contract,

"The petition really caught the company off guard. They didn't like to see everybody uniting for a cause, so they settled."

Casey Gibson (right)
and her sister Magan,
daughters of a Teamster
Minute Maid worker,
show a photo by Iolanda
Huzak of Brazilian
children. Huzak's photos
are featured in an
exhibit on child labor
sponsored by the
Teamsters Human
Rights Commission.



organizing for our future

Members Volunteer To Boost Their Own Bargaining Power

orkers at SuperValu warehouses around the nation pitched in to help drivers at the company's warehouse in Champaign, Illinois, to organize.

The Illinois workers had enjoyed decent wages until last winter.

That's when the company switched from hourly to mileage pay, a move that cut drivers' paychecks by hundreds of dollars a week.

Workers decided it was time to join the more than 8,000 workers at other SuperValu warehouses who have Teamster contracts.

"Once we started organizing, the company said 'wait, we'll talk about this," said 20-year driver Ron Jones. "But I've been there long enough to know that wasn't going to happen.

"They've always made policy changes without giving us input."

To bolster their cam-

while Teamsters at other SuperValu locations sent in photos and statements for a flyer showing their support.

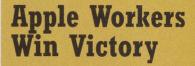
Three weeks before the vote, SuperValu Teamsters from Wisconsin and Missouri travelled to Champaign to meet with workers.

"I knew what it was like being nonunion and I didn't like it," said Wesley Gable, a SuperValu worker in Pleasant Prairie, Wisconsin, who used to work at the Champaign facility.

"I also knew that if the Champaign workers were organized, we'd all have more leverage at the bargaining table," Gable added.

"If we ever have to strike, the company won't be able to keep supplying stores out of Champaign."

> SuperValu Teamster Wesley **Gable traveled from Wisconsin** to support an organizing drive by workers at the company's nonunion facility in Champaign, Illinois. "I knew that if the Champaign workers were organized, we'd all have more leverage," he said.



pple warehouse workers at Stemilt Growers in Washington State's Wenatchee Valley have won an important victory in their campaign for Teamster representation.

In May, the National Labor Relations Board (NLRB) charged the company with committing numerous labor law violations, including firing union supporters and threatening to blacklist and deport workers.

The minimum remedies for the complaint are a new election and reinstatement for fired and laid-off workers.

More BFI Workers **Vote Teamster**

onuts, BBQs, pizzas, and a sitdown dinner for workers and their families.

BFI management dished up all of this to try to discourage St. Louis garbage truck drivers from organizing with Local 682.

"We're paid like dirt and there's no job security at all," said residential driver Rob Harling.

"So all the free meals didn't set too well with me. I'd never seen so much 'caring interest' from management before.'

Harling said he and coworker Derek Bomar started the organizing drive with "a piece of looseleaf paper and a pen.

"We just started talking to people and getting names and phone numbers if they were interested — and a lot of people were," Harling said.

The 115 St. Louis drivers join the more than 3,000 Teamster members at BFI nationwide.





Building A Union, Step by Step

Workers at the Bi-Mart warehouse in Eugene, Oregon, didn't wait for management or the government to recognize their union before they started building one.

"Bi-Mart likes to portray itself as 'your friendly neighborhood store' — but not to the people who work there," said warehouse worker Bruce Knowles.

"During the Christmas season we were working 12- or 14-hour days, and nobody was seeing their families."

Fed up with increasing work loads,

frequent policy changes by management, and low pay, Bi-Mart workers began organizing to join Local 206.

"We hadn't seen the CEO in eight years," Knowles explained. "Then suddenly he was at the warehouse every day running meetings we had to go to and showing anti-union films."

Without waiting for a governmentsupervised vote, the workers began to build a union from the bottom up.

"We elected a committee of ten people and called it a 'contract committee' because that was our goal to get our job conditions in writing," explained 8-year warehouse worker Richard Berry.

Each member of the committee took responsibility for communicating with four or five workers over the course of the campaign.

"It was tough to talk oneon-one with people at work," said Berry. "But we

always tried to do it that way so that we stayed connected and people could ask questions."

The committee distributed a bargaining survey asking workers what their priorities would be when it came time to negotiate a contract.

"The way the survey was worded was not 'if we win our union' but 'when we win, what do we want in the contract?" Berry explained. "It got people involved and our confidence disheartened management."

In early April, the 60 Bi-Mart workers voted to join Local 206.

Part-Timers Fight For Their Future

art-time workers for the Penn Delco School District in Ashton, Pennsylvania, have to wait five years before receiving any type of health benefits.

Even then, the district only pays \$100 per month toward medical coverage.

"They never put anyone on full-time because they don't want to pay benefits," said Janet Venish, a 9-year school bus driver.

"A lot of people have other jobs to try to make enough money to pay for health care."

To fight for improvements, the 120 Penn Delco workers organized with Teamsters Local 463.



Venish said a strong door-to-door campaign made the difference.

"A lot of people didn't want to come to meetings because they were afraid someone from the school district was watching and they would lose their job," she explained.

"Home visits showed people that someone who's in the same position you are is putting it on the line."

around the union

Freight Teamster Honored as Highway Hero

pinned upside down in a burning car along the side of a Mississippi interstate, 23-year-old Lynn Wilson needed help fast.

Fortunately, Teamster freight member Thomas Lawson of Lithonia, Georgia, was passing by on his early morning route.

The ABF driver hailed a Greyhound bus to call for help, then ran down the embankment and climbed on top of the overturned vehicle.

With the help of an offduty paramedic, Lawson pulled Wilson out of the flames — just moments before the car exploded.

After his life-saving effort, Lawson was given the Goodyear National Highway Hero Award for 1996 and honored on the Nashville Network's Prime-Time Country television program.



Freight Teamster Thomas Lawson (right) gets a warm "thank-you" from accident victim Lynn Wilson.

Teamsters Train Tomorrow's Drivers

new truck driver training program in Sacramento, California, is linking troubled youths with Teamster experience and guidance.

Supervised by the International Union and co-funded by a variety of state and local organizations, the school is designed to give welfare recipients and young parolees the skills they need for a safe career in trucking.

While many company-run driver training programs rush students through programs in just a few weeks, the Teamster class runs for 22 weeks, 4 to 6 hours per day.

Scholarships are available for students who cannot afford the \$150 tuition.

This spring, the school invited elected officials, the media, and the community for a tour of the facility and a driving skills demonstration by the first class of students.

Teamsters Local 63 has helped encourage area companies to provide job opportunities for graduates.



California State Assembly Speaker Antonio Villaraigosa talks with students at the Heavy Duty Truck Driver Training Program — a joint project launched this year by the Teamsters, the State of California, and the Sacramento community.



Community Gives UPSer His Day

The overwhelming public support that helped Teamster UPS members win their strike last summer was visible again this spring in Englewood, New Jersey.

On April 23, the town threw a surprise party for its favorite package car driver — Local 177 member Al Fox.

When the unsuspecting Fox arrived at City Hall to make an "emergency pickup" that morning, a crowd of area residents and local business owners was there to greet him.

The mayor stepped forward, dubbed Fox the "real mayor of Englewood," and declared April 23, 1998, "Al Fox Day" to commemorate his 25 years of service.

on the line

Drivers and Riders Team Up to Save Bus Service

hen residents of the Washington, D.C., suburb of Mt. Rainier boarded Metro buses this spring, they got more than a ride to their stop — they got informed.

That's because Teamster bus drivers were leafletting riders about the city's quiet plan to cut public bus service.

The proposal called for a private company to take over a Mt. Rainier bus route and eliminate service on weekends and weeknights.

For Local 922 members who drive and maintain Metro buses, the plan threatened to eliminate good jobs. For area residents, it meant long walks and inconvenience.

"We knew people in the community would be upset about this, but nobody realized what was going on," explained Harold Venable, a 26-year driver.

To expose the city's plan, Local 922 members went door-to-door to talk with area residents and businesses, distributed flyers on buses, and joined forces with

area community groups that support public transit.

When a public hearing on the plan was announced, the drivers urged community members to attend. Out of the 40 speakers at the hearing — including eight Local 922 members — 39 spoke out against the plan.

Faced with growing opposition, the city agreed to maintain the current level of public bus service and protect the jobs of Local 922 members.

"This was the first time I'd ever gotten involved in something like this," Venable said. "Bringing the riders and business owners into the fight with us made a big difference."

Metro bus drivers Harold Venable (left) and Rudolph Gardner helped save public bus service by reaching out to passengers and business owners for support.



Teamster flight attendants at Northwest Airlines are gearing up to win a good contract by building community support and unity with other airline workers.



ELECTION OFFICER ISSUES DECISION IN CAREY SLATE PROTEST AND PROPOSES NEW RERUN ELECTION TIMETABLE

I. DECISION IN CAREY SLATE PROTEST

On April 27, 1998, I issued a decision on an election protest filed by the Carey Slate. The decision has been appealed to the Election Appeals Master. The decision reports the results of my investigation into allegations of financial misconduct in the campaign of James P. Hoffa and members of the Hoffa Slate. You can obtain a copy of the complete text of the decision over the Internet by visiting the website at www.krollassociates.com. A summary of the decision is below:

SUMMARY OF DECISION

A protest filed by the Carey Slate after the initial election alleged that James P. Hoffa, a candidate for IBT General President in the initial and rerun elections, and members of the Hoffa Slate, filed Campaign Contribution and Expenditure Reports ("CCERs") in the initial election that did not truthfully or completely report contributions and expenditures. Although the protest concerned the initial election, and had been denied by Election Officer Barbara Zack Quindel, the Election Appeals Master, Kenneth Conboy, reversed that ruling and directed the Election Officer to "thoroughly and convincingly" investigate the allegations in the protest. The Election Appeals Master stated that the financial misconduct alleged in the Carey Slate protest, if true, would implicate the integrity of the rerun election and, if very serious, could result in candidate disqualification.

The April 27, 1998 decision disposes of the Carey Slate Protest and of related allegations received during the investigation. The Election Officer did not find evidence of large-scale cheating or other improprieties to warrant disqualification of Mr. Hoffa or any member of his slate. The investigation could not fully audit all of the cash and other contributions received by the Hoffa Slate Campaigns, and so could neither validate every contribution as proper nor definitively negate the possibility that some contributions came from an improper source. Based on all of the evidence, however, the Election Officer found that the substantial majority of contributions to the Hoffa Slate Campaigns came from lawful sources.

The investigation found several violations of the rules that require candidates to disclose and identify their financial supporters and expenditures. For these violations, the Election Officer has imposed remedial fines totaling \$26,415.75 on various campaigns. In addition, the Election Officer has imposed a remedial fine of \$16,767 on the Hoffa Campaign for accepting in-kind services valued at \$167,765 from an employer, Richard Leebove and RL Communications, Inc. of Detroit, Michigan. All remedial fines will be paid to the Election Office and used to pay costs of conducting the rerun election. The Election Officer has also ordered that all candidates and IBT affiliates under his jurisdiction refrain from doing campaign-related business with Mr. Leebove, or his firm, for the duration of the rerun election. He has placed the same order on Mr. Leebove and RL Communications.

The Election Officer conducted this investigation using his

staff. Support was also received from the Federal Bureau of Investigation. The Election Officer's investigation audited 28 entities; reviewed over 50,000 documents; interviewed over 300 individuals and took sworn statements of over 30 people. The following is a summary of the Election Officer's major findings:

- 1. The protester alleged that the Hoffa Slate Campaign's reported \$1.8 million in contributions not itemized by source concealed improper contributions. The Election Officer found approximately \$2 million was raised by the Hoffa Slate Campaigns in individual contributions of \$100 or less. From the totality of the circumstances, the Election Officer finds that at least the great majority of the contributions to the Hoffa Slate Campaigns came from lawful sources. Accordingly, the protest as to this allegation is denied.
- 2. The Election Officer found that Mr. Hoffa did not properly report \$43,868 in contributions from various proper sources, and intentionally concealed a \$1,000 contribution from former IBT General President William McCarthy. Mr. Hoffa did not testify accurately about his involvement in the preparation of his CCER, or about his decision not to disclose the McCarthy contribution. The Election Officer has ordered a remedial fine of \$5,286 and has ordered the placement of a special notice in this issue of the *Teamster* magazine.
- 3. The Election Officer found that Richard Leebove and RL Communications, Inc., both employers, had improperly contributed \$167,675 in services to the Hoffa Campaign. Mr. Leebove was Mr. Hoffa's principal press spokesperson. The Election Officer has ordered the Hoffa Campaign to pay a remedial fine of \$16,767 and has barred candidates from using the services of Mr. Leebove or RL for the duration of the rerun election.
- 4. The Election Officer received an allegation from the IRB that agents or representatives of American Income Life Insurance Company had improperly obtained mailing lists from IBT local unions in exchange for monetary contributions to the Hoffa Campaign. The Election Officer's investigation did not substantiate this allegation, but the Election Officer did find evidence to support the inference that Mr. Leebove used his connection with the Hoffa Campaign to generate income for himself from AILI while at the same time undercharging the Hoffa Campaign for his services.
- 5. The Carey Slate Protest made and the Election Officer received several specific allegations about possible improper sources of money to the Hoffa Campaign. The Election Officer found no or insufficient evidence on these allegations.
- 6. The Election Officer investigated Local Union 337 in Detroit, Michigan, and found that certain monies were contributed by the business agents and executive officers in that local union to the Local Union 337 election, not to the Hoffa Campaign. The protest was denied, but the Election Officer has referred the matter to the Independent Review Board ("IRB").
- 7. The Election Officer audited and investigated numerous local unions and a series of vendors and consultants and found no substantial improper contributions to the Hoffa Campaign.
- 8. The protester alleged that Mr. Hoffa engaged in extensive

unreported travel and that Joint Council 43 paid his salary and allowances during a period when his travel was totally campaign related. These allegations were based on incorrect information and are unsubstantiated. This portion of the protest is denied.

- 9. The protester alleged that Dane Passo and Kevin Currie performed work for the Hoffa Slate Campaigns, but were not reported on the CCERs. The Election Officer finds that Mr. Passo's work for the Hogan Campaign in Chicago was properly reported. Payments made by the O'Donnell Campaign in New York and Hoffa '96 for Mr. Currie's work were not properly reported. Payments were made to Mr. Currie's wife rather than to Mr. Currie, a convicted felon, and were so reported. The Election Officer orders the Hoffa and O'Donnell Campaigns to pay a remedial fine of \$20,184.75, an amount equal to the falsely reported salary.
- 10. The protester alleged that the Hoffa CCERs did not properly report the compensation of three professionals who worked for the campaign: George Geller, Esq., Bradley Raymond, Esq. and Gary Kushner. The Election Officer's investigation found no evidence of a *Rules* violation by Mr. Geller. As to Messrs. Raymond and Kushner, the allegations, even if true are not substantial.
- 11. The protester contends that the Hoffa Campaign engaged in extensive phone bank operations which do not appear on the Hoffa Slate Campaign CCERs. The Election Officer found that the phone bank costs were properly reported with the exception of use of facilities by candidates for International Vice President Fred Gegare and Jon Rabine. The broad-based protest is denied, but a remedy is imposed on Messrs. Gegare and Rabine.
- 12. An allegation was made that Mr. Hoffa and his campaign received contributions from a series of union officials affiliated with other unions. The Election Officer did not find evidence to support these allegations.

The Election Officer received several other miscellaneous allegations which are detailed in the report. None of these allegations resulted in *Rules* violations.

The Election Officer examined whether the violations found against Mr. Hoffa and members of the Hoffa Slate require that Mr. Hoffa or members of his slate be disqualified. The Election Officer concludes that, the *Rules* violations do not merit the disqualification of Mr. Hoffa or any other candidate who ran on his slate in the initial election who remain candidates in the rerun election.

II. ALLEGATIONS AGAINST INTERNATIONAL TRUSTEE CANDIDATE MARY LOU SALMERON

In a separate decision issued on April 27 in PR-053, an investigation established that Mary Lou Salmeron, a candidate for International Trustee in the initial and rerun elections, coerced the clerical staff of Local Union 986, her supervisees, to donate a portion of a salary increase to two designated funds with the clear understanding that the donations would support her campaign. Ms. Salmeron's coercive conduct is a serious violation of the *Rules*. As a remedy, the Election Officer disqualified Ms. Salmeron as a candidate in the rerun election. This decision has been appealed to the Election Appeals Master.

III. ELECTION OFFICER PROPOSES RERUN ELECTION TIMETABLE

On May 7, 1998, I filed Application XVIII with the United States District Court for the Southern District of New York (Judge David N. Edelstein) proposing a new rerun election timetable. My proposed timetable is as follows:

- June 15Supplemental nomination ballots sent to delegates
- June 29Nominating ballots returned and tallied
- July 13......Deadline for slate declarations and withdrawals
- August 17......Notice of Election posted at work sites and published in magazine; ballots printed; hiatus on union publications begins.
- September 14 .. Mailing of Rerun Election Ballots to IBT members
- October 14.....Deadline for return of ballots; begin Rerun Election Count

I also advised the Court that in a further effort to promote participation in the Rerun Election by the IBT rank-and-file, I intend to conduct one or more International officer candidate forums. If the timetable is approved by the Court, these forums will be scheduled between August 10 and September 11, 1998. IBT members will receive further information from the Election Office about the forums when they are scheduled.

I have advised the Court that the Election Office is now auditing a sample of contributions and expenditures, as candidates file their reports each month. The purpose of this auditing program is to check the reported financial information for accuracy, to catch candidates, donors or vendors who violate the *Rules*, and to encourage everyone to follow the *Rules*. You may have already received an audit form, or may get one in the future. I ask that you cooperate with my request for information and respond promptly. With your help, this rerun election can be conducted honestly, fairly and by the *Rules*.

As soon as the Court has approved a Rerun Timetable, the Election Office will provide a fully revised Rerun Election Plan to candidates and IBT affiliates. Any member may request a copy of the *Rules* or the Rerun Election Plan by writing to the Election Officer or calling the toll-free number.

The supplemental nomination ballots will be tallied on June 29. Prior to that the Election Officer will be issuing information about the right of supplemental nomination candidates to have observers at the supplemental nomination count. Any active member who intends to seek supplemental nomination should provide the Election Office with his or her name and address by calling our toll-free number, 1-800-565-VOTE, or by faxing the information to 202-624-3525.

Michael G. Cherkasky Election Officer

REPORT XL TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board

Grant Crandall Frederick B. Lacey William H. Webster

DATED: April 23, 1998

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Fortieth Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including a new Investigative Report and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports. Wherever we refer to Mr. Carey as General President, it was at a time before he had taken a leave of absence and before the IRB-recommended charges had been filed against him.

II. NEW INVESTIGATIVE REPORT

A. DENNIS McNAMARA — Local 714,

Chicago, Illinois

On April 13, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning charges against Dennis McNamara. The Investigative Report recommended that McNamara be charged with failing to cooperate with the IRB during his February 26, 1998, sworn examination when he testified falsely about his statements during the February 2, 1998, Local 714 membership meeting. At the February 2, 1998, meeting, McNamara allegedly made threats of physical injury toward other Local 714 members in violation of Article II, Section 2(a) and Article XIX, Sections 7(b)(1) and 14(i) of the IBT Constitution. On April 23, 1998, Mr. Sever filed charges against McNamara and was to notify him of the date and place of the hearing on the charges.

III. STATUS OF PREVIOUS IRB CHARGES

A. WILLIAM W. HAMILTON, JR. AND RONALD CAREY

In past issues of the *Teamster* magazine, we informed you that on October 22, 1997, the IRB transmitted an Investigative Report to Members of the General Executive Board concerning charges against former IBT Director of Governmental Affairs William W. Hamilton, Jr. The Investigative Report recommended that Hamilton be charged with arranging to have and having the IBT donate money to advocacy groups as part of a scheme in which, in return for the IBT's donations, individuals would donate money to benefit the Carey campaign. The General Executive Board filed the charge referred by the IRB and returned the matter to the IRB for a hearing.

In past issues of the Teamster magazine, we also informed you that on November 25, 1997, the IRB issued an Investigative Report to Members of the General Executive Board concerning charges against Ronald Carey. The Investigative Report recommended that Carey be charged with bringing reproach upon the IBT. The Report alleged that Carey, in breach of his

fiduciary obligations, authorized IBT contributions in October 1996 totaling \$750,000, knowing the contributions would result in a personal benefit to him in money to pay expenses for his re-election campaign. The Report alleged further that Carey failed to exercise his fiduciary obligation to inquire into the circumstances surrounding his co-fiduciary's recommendations of these transactions. The General Executive Board filed the charges referred by the IRB and returned the matter to the IRB for a hearing.

A combined hearing on Hamilton and Carey was held on January 20, 21 and 22 and March 11, 1998. A brief was filed by the Chief Investigator and a reply memorandum was filed by counsel to Carey. Counsel to Hamilton requested that the IRB proceeding against Hamilton be delayed until the resolution of other charges but the IRB denied his request. We will keep you informed.

B. GLENN BOGGIA — Local 282, Lake Success, New York

In past issues of the Teamster magazine, we reported that on August 6, 1996, the IRB issued an Investigative Report to Local 282 Trustee Gary LaBarbera concerning Glenn Boggia. The Investigative Report alleged that Boggia accepted a bribe from an informant posing as a contractor's representative on a Queens construction project. General President Carey permanently barred Boggia from the IBT and IBT affiliates. The IRB notified Carey that the decision was not inadequate. Appeal material from the attorney for Boggia was reviewed by the IRB and on December 17, 1997, the IRB notified Boggia and his attorney that its review of the materials submitted did not change its prior decision. On March 9, 1998, the IRB made an application to the Court regarding its finding that the IBT decision whereby Boggia was permanently barred from the IBT and IBT affiliates was not inadequate. Following review of Boggia's appeal material and the Government's reply, Judge Edelstein approved the application on April 15, 1998.

C. BRUCE W. PRESLEY — Local 497, Akron, Ohio

In past issues of the *Teamster* magazine, we informed you that on April 15, 1997, the IRB issued an Investigative Report to the Members of Joint Council 41 concerning Local 497 Secretary-Treasurer Bruce W. Presley. The Report alleged that Presley made interest-free loans in excess of \$2,000 to himself through advance payments of salary, embezzled Local 497 funds by means of a pay increase without approval of the Executive Board, and authorized the signing of checks drawn on Local 497 accounts in violation of Local 497 Bylaws and the IBT Constitution. Joint Council 41 filed charges against Presley and after holding two separate hearings found Presley not guilty. On December 17, 1997, the IRB notified Joint Council 41 and Presley that the response to the charges was inadequate and that the IRB would hold a hearing on the matter. An IRB hearing was held on February 10, 1998. All briefs have been submitted and the matter remains under review by the IRB.

D. NICHOLAS A. NARDI — Local 416, Cleveland, Ohio

In the last issue of the *Teamster* magazine, we informed you that on February 12, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning charges against Local 416 President and Joint Council 41 President Nicholas A. Nardi. The Investigative Report recommended that Nardi be charged with associating with members of organized crime including, but not limited to, Peter John Milano, Carmen Milano and Russell Masetta. The Report further rec-

ommended that Nardi be charged with failing to cooperate with the IRB when he intentionally misled the IRB regarding his meeting with Peter John Milano. On March 31, 1998, Nardi signed an agreement whereby he permanently resigned from the IBT and Local 416 and all IBT entities. Judge Edelstein approved the agreement on April 23, 1998.

E. VALENTINE N. ORTENSE — Local 560, Union City, New Jersey

In past issues of the *Teamster* magazine, we informed you that on December 16, 1997, the IRB transmitted an Investigative Report to Acting General President Tom Sever concerning charges against Local 560 member Valentine N. Ortense. The Investigative Report recommended that he be charged with bringing reproach upon the IBT and violating his membership oath by knowingly associating with Michael Sciarra, a member and associate of organized crime. On December 19, 1997, the charges against Ortense, adopted and filed by Mr. Sever, were referred back to the IRB for a hearing. The IRB notified Ortense on March 16, 1998, that his hearing was set for April 13, 1998, on which date the hearing was held. We will keep you informed.

F. LOCAL 714 — Chicago, Illinois

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In past issues of the *Teamster* magazine, we informed you that on September 25, 1997, the IRB transmitted a follow-up Report to General President Carey regarding the trusteeship imposed by the IBT upon the IRB's recommendation of August 5, 1996. The follow-up Report alleged that members of the Hogan family, the family which previously ran the Local and the trade show and movie division, may have been assigned to work on movie productions without regard to the Local's seniority system. It alleged further that members who own companies which do business with trade show contractors and movie production companies may still be permitted to hold positions of authority within the division. Acting General President Tom Sever forwarded to the IRB a status report on actions taken on Local 714. The IRB plans no further investigation of Local 714 at this time.

G.PETER M. DIFRONZO — Local 731,

Chicago, Illinois
In the last issue of the *Teamster* magazine, we informed you that on March 16, 1998, the IRB transmitted an Investigative Report to Acting General President Tom Sever concerning charges against Local 731 member Peter M. DiFronzo. The Investigative Report recommended that he be charged with bringing reproach upon the IBT and violating his membership oath by being a member of organized crime and by knowingly associating with other organized crime members including, but not limited to, Joseph Andriacchi. On March 18, 1998, the charges against DiFronzo, adopted and filed by Mr. Sever, were referred back to the IRB for a hearing. A hearing date was set for May 21, 1998. We will keep you informed.

H.JAMES SANTANGELO AND RICHARD MID-DLETON — Local 848, El Monte, California

In past issues of the *Teamster* magazine, we informed you that on August 4, 1997, the IRB issued an Investigative Report to Joint Council 42 concerning charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton. The Investigative Report recommended that each be charged with creating a Severance Plan designed to accelerate severance payments and eliminate the need for termination from employment, and by distributing payments to themselves and others in contravention of the Local's Bylaws. The report alleged that the checks they

signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. After its hearing on the matter, Joint Council 42 dismissed the charges. The IRB notified Joint Council 42 on February 24, 1998, that its decision was inadequate and that it should notify the IRB as to what action the Panel would take in response to the IRB's finding. On March 3, 1998, the attorney representing Joint Council 42 notified the IRB that she would review the files and tentatively have a meeting of the Panel in April 1998. On April 6, 1998, the IRB notified the attorney that her planned actions were inadequate to resolve the matter. On April 9, 1998, the attorney notified the IRB of the reconvening of the Hearing Panel on May 7 and 8, 1998, for the purpose of taking additional evidence, with a written response to the issues by June 8, 1998. We will keep you informed.

I. LOUIS J. DIMARIA — Local 868, New York, New York

In past issues of the *Teamster* magazine, we informed you that the IRB transmitted an Investigative report to the Executive Board of Local 868 concerning charges against Louis J. DiMaria. He was charged with failing to cooperate with the IRB by refusing to appear for a sworn in-person examination. Subsequently, he was given another opportunity to appear and did appear for his examination. On May 22, 1997, the IRB notified the Executive Board that it should hold a rehearing on the charge so that all the relevant information, including information in the transcript of his sworn examination, could be considered. Mr. Carey appointed a panel which held a rehearing on November 12, 1997. On February 9, 1998, the IRB was informed by Acting General President Tom Sever that DiMaria was suspended from membership in the IBT and any of its affiliates for three months, and during that period barred from holding office or employment with the IBT or any of its affiliates. The IRB notified Acting General President Sever on April 13, 1998, that the decision was not inadequate.

J. LOCAL 918 — Brooklyn, New York

In past issues of the *Teamster* magazine, we informed you that on September 16, 1997, the IRB transmitted an Investigative Report to General President Carey recommending that Local 918 be placed in trusteeship because the Executive Board allegedly engaged in a pattern of conduct which prevented the members from obtaining information and exercising their rights. The Local, with more than 1,000 members, failed to hold a general membership meeting in the past ten years that was attended by more than 22 members. The Report alleged that the Local's solvency has become dependent upon money received from the health and welfare and pension funds. Finally, in negotiating collective bargaining agreements, the officers apparently allowed employers to be members.

On October 3, 1997, General President Carey put Local 918 in trusteeship. Trusteeship hearings were held on November 5 and December 1, 1997, by a panel appointed by Mr. Carey. Acting General President Tom Sever notified Local 918 on April 6, 1998, that the trusteeship was continued.

K. DANIEL LOMBARDOZZI, ROGER IMMER-GLICK, JASPER CUMELLA, LOUISE DAVIS, WILLIAM DENNEHY, YETKIN KURULGAN AND DAVID LOFTON — Local 918, Brooklyn,

In the last issue of the Teamster magazine, we informed you

that on February 19, 1998, the IRB transmitted an Investigative Report to Eugene Maney, Trustee of Local 918, concerning charges against the seven Executive Board members of Local 918. The Investigative Report recommended that each be charged with breaching his fiduciary duties to the members, embezzling and converting Local Union funds to his own use and bringing reproach upon the IBT by voting to transfer \$25,000 in Local Union funds to challenge an attempt by the IBT to place the Local into trusteeship. The funds were transferred out of the general fund to the attorney retained to challenge the trusteeship, who in fact did so. On March 4, 1998, Trustee Maney charged the seven officers of Local 918 with violations of the IBT Constitution as proposed by the IRB. A hearing panel was selected by Acting General President Tom Sever and a hearing date was to be set. We will keep you informed.

L. CHARLES THIBAULT, ALFRED MORRISON, VAL NEAL, WAYNE MASLEN, RICHARD GODIN, VINCE JOHNSON AND CECIL McEWAN — Local 938, Mississauga, Ontario, Canada

In past issues of the Teamster magazine, we informed you that on October 15, 1997, the IRB transmitted an Investigative Report to General President Carey concerning charges against the seven Executive Board members of Local 938. The Investigative Report recommended that each be charged with failing to cooperate with the IRB by refusing to allow a books-andrecords examination. On November 12, 1997, General President Carey filed charges against the seven Executive Board members and appointed a panel. The IBT has appointed a new panel and a hearing date will be set. We will keep you informed.

IV. TOLL—FREE HOTLINE

Since our last report to you, the hotline has received about 90 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

V. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Washington, DC 20001

Teamster Privilege Benefits Available to All Members

LOAN PROGRAM

Low-rate personal and home equity loans with affordable monthly payments.*

To apply: 1-888-235-2759

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Real estate seller's commission discount not available in AL, KS, MO,



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Special union-endorsed credit card with low interest rate and no annual fee.*

To apply: 1-800-522-4000

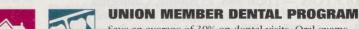
UNION DRIVER & TRAVELER

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Savings on products and services including Hertz car rentals, Disney World hotel stays and interstate moves. For information: 1-800-452-9425



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For information: 1-800-257-8352

Program not available for residents of AK, ID, ME, MS, NH, ND, SD, VT, WY or outside the continental U.S., except HI.

*Applications are confidential. All credit decisions are made by the bank. Credit Card issued by Household Bank (Nevada), N.A., an equal opportunity lender. Program restrictions may apply to members outside the continental United States



speaking out

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This defective equipment he reports to line haul should never make it to the ready line. As a driver-hostler, he should red tag it. Then he would be doing his job.

Once a piece of equipment is red tagged, only two people can remove it: the driver who placed the equipment out of service or the mechanic who repaired same. Any removal of red tags before repair should be reported to proper authorities.

Robert N. Gruber Local Union 150 Sacramento, California

Immigrant Workers

I am retired and I travel the country on my motorcycle.

Everywhere I travel I hear the same story about illegal immigrants who are working for nonunion companies at subsistence wages. The businessmen who employ these fifth columnists underbid legitimate companies which are union or employ Americans at a living wage with benefits.

It is up to the members to exercise their voting rights and to sit down and write to their elected Representatives and also have their family members do the same, and it should be requested that you get an answer.

Do not accept silence. Your children and grandchildren are facing a very bleak future unless there is a complete and thorough clean-up of all illegal immigrants and the life imprisonment of all who employ, harbor, protect or represent illegals.

Lawrence Kohon (retired) Local Union 734 Fox Lake, Illinois

Fair Day's Pay

UPS, as we all know, is a production geared company. But where in our contract does it say we must give up our lunch and work in such a manner that we will be prone to an injury? It does not. Yet, how many drivers do this on a daily basis?

I have seen numerous

occasions where a driver is dispatched with a 10- or 11-hour day, yet the company will expect that driver to be back to the center in nine hours.

They know the driver will skip his lunch and work like hell to keep the company off his back. The lure of making a bonus for that day is often the tool the company will use.

The same can be said for some of the part-time employees. The company will convince them to load or unload more and more packages per hour.

Their reward is to have their name on a bulletin board, or get hurt trying to out-do the next guy. The only winner is UPS. They know if a driver or part-timer gets hurt, there will be a new employee to take his place.

Your health and safety should be your top priority, not your bonus. If all package car drivers did the job the way we were supposed to, and we all took a one-hour lunch, UPS would have to hire a lot more drivers to get the work done.

Mike McFadden, steward Local Union 710 Chicago, Illinois

More on Buying Union

This letter is in response to Brother Joseph Yoch of Local Union 710 in the April/May issue. I would like to encourage him to take the boycott of L.L. Bean Co. one step further.

Does it have a union label? Is it made in the USA — or some sweatshop or prison in China or Asia?

Please look at the big picture! L.L. Bean is known to purchase sweatshop clothing, then mark it up 200%.

Please don't just consider yourself or your fellow union brothers employed at UPS. Think of all workers who work for a living who try to give security for their families.

Ken Kolar Local Union 710 Munster, Indiana

Be Fair

I worked for a union freight company for 27 years before deregulation hit our industry in the 1980's. That caused many good companies to close their doors, leaving thousands of loyal members to lose their jobs.

I was proud to be a Teamster and paid my dues every month with pride. Because of a recession in the country at the time, none of the surviving companies needed full-time help.

I was forced to retire with \$620 per month at age 55, and go to work for a non-union company until I could get Social Security.

Today, members with approximately the same years of service and age are retiring at four times that amount.

Be fair. Was it our fault deregulation took our jobs? Give us a raise that would make us proud again.

Lloyd Warner (retired) Local Union 483 Boise, Idaho

Attitudes

In the March *Teamster*, Horace Bell's letter on "Need To Organize" was accurate.

I continue to be disappointed in the attitude of some Teamsters toward their union. I hear people complaining regularly, but I rarely hear compliments toward the Teamsters Union when they are deserved.

A good example is the recent UPS contract that was overwhelmingly ratified. Everyone willingly accepts all the benefits negotiated by the Teamsters, but some ingrates turn their backs on their Union such as the UPS driver in Paris, Tennessee (mentioned in Horace Bell's letter), who "withdrew from the union because the union doesn't care about him" (his statement).

If this driver believes this, he should check the employment ads for non-union job offers and listen to Channel 19 on the C.B. to conversations of non-union drivers about pay and benefits.

Thanks for this greatly improved magazine. *A.J. Toups, Jr.*

A.J. Toups, Jr. Local Union 519 Knoxville, Tennessee

That Stinks

I am writing in reference to the "Speaking Out" article, "Buys Union," in April/May 1998. I totally agree with Joseph Yoch.

I had a purchase sent to me in Kansas City from Chicago a couple of years ago via RPS. It took ten days from the time it was shipped for me to get it.

That stinks! The next time I had it shipped from Sears, I told them to ship it UPS or I didn't want it.

RPS uses "contractors" in order to keep their workers from being Teamsters. That stinks!

I think all my Teamster Brothers and Sisters should request that they have things shipped to us by UPS or other union freight haulers.

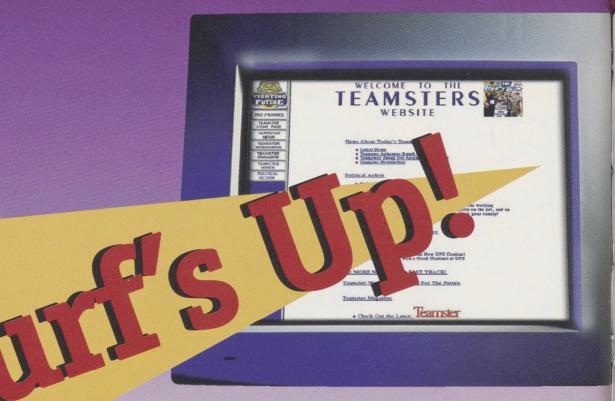
Also, try to buy "union made" products.

I enjoy reading your "Speaking Out" section. I hope most of our members are reading it.

Jim Lemken Local Union 955 Kansas City, Missouri

EPC Hotline

Teamster members who have complaints of corruption or serious wrongdoing within the union can contact the Teamsters Ethical Practices Committee (EPC) by calling toll-free 1-800-734-3314.



The Teamster web page has a new look and more information. Log on and take it for a spin.

http://www.teamster.org

Looking for the latest Teamster news? Need an organizing leaflet or an update on Congress?

The Teamsters web page on the Internet can help you.

Here's just some of what you'll find next time you log on:

- ► TEAMSTER NEWS See the latest Teamster news releases and International Union newsletters.
- ▶ **POLITICAL ACTION** Find out about urgent action needed on legislative issues, send an email to your representatives in Congress, and sign up to receive an "Update on Congress" by email each week.
- ▶ ORGANIZING Print out organizing materials to give to nonunion workers and keep up-to-date on major Teamster organizing campaigns.

- ▶ TEAMSTER MATERIALS View a list of videos, booklets, and other materials available from the International Union Education Department and print out an order form to purchase the items you want.
- ▶ **RIGHTS ON THE JOB** Read articles on a wide range of workplace health and safety issues.
- ► **TEAMSTER MAGAZINE** Check out any article that appeared within the last year.

Send an Email to Congress

new feature on the Teamsters web page lets you send an email to Congress simply by entering your zip code. When the computer returns the names of your Senators and Representative, just check which legislators you want to write, compose your message, and send it off.

JULY/AUGUST 1998
NOTICE OF ELECTION — INSIDE BACK COVER Members Speak on... Tin More Full-Time

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speaking out

Maintain Rank-and-File Magazine

I was pleased to receive my April/May Teamster magazine, without all the pictures and agenda of our past leadership.

It was a pleasure to read about achievements, problems that need to be addressed, and general information.

Hopefully, no matter who is chosen in our upcoming election for General President, the International will produce a magazine that is unbiased, truthful and informative.

Tom Thompson, Retired B.A. Local Union 589 Port Angeles, Washington

Anti-Republican Bias

I have to take offense to what I see as bias against Republicans by members of the editorial staff and our union.

Being a police officer for over 20 years has given me a front row seat on the results of social engineering attempted mostly by Democrats over the years.

It amazes me the number of able people who can readily fill out government paperwork to receive monetary and health benefits, but will not put in the extra effort needed to land a job.

I am all for laws that level the playing field giving us working stiffs an equal say in controlling our destiny.

Stephen P. Martin Local Union 340 Portland, Maine

Teamster Republicans

Just a word in answer to Rudy Starr of Local 705. I am sure that you would be very surprised to learn just how many members of the IBT are registered Republicans.

A time to remember is when on television Jim Hoffa, Sr. was asked why he was sup-

Teamsters on Wheel of Fortune

Two Teamster members - Walter Wrona, Jr. of Local 251 and **Rita Yantko of Local** 491 - will appear on Wheel of Fortune during a special week of labor-oriented shows that begin on Labor Day, September 7.

porting President Nixon. Hoffa's simple answer was that Nixon was the best man for the job.

> Jim Bausch Local Union 707 St. James, New York

25 & Out

We Master Freight and UPS Teamsters in the Western Conference feel left out as it pertains to a 25 and Out.

To that end we have posted a website as an inducement to our Trustees to provide one for us. That website address is: http://homel.gte.net/ swandivr/index.htm.

We would like to see other Master Freight and UPS Teamsters who share our desire for a 25 and Out to access this resource and actively circulate the petitions.

This is not an attack on our Trustees, as they have done a wonderful job managing our money.

Ted Swan Local Union 81 Portland, Oregon

Retiree Cost of Living

Why is it that the Teamster retirees have no Cost of Living Allowance (COLA)?

All government retirees have a COLA. Most major

nonunion companies' retirees have a COLA.

It's time to make the change and get caught up with this very necessary need. Everything goes up except our pension.

P. Berry Local Union 287 Grand Coulee, Washington

Share The Work

I am writing this letter on behalf of all the CF Teamsters who are on lavoff status. What began as a few weeks of layoff, to cut back on costs, has turned out so far to be three months.

We are asking that you say no to overtime work. We could probably force the company to bring back some of the people on layoff.

Jose Alires Local Union 17 Colorado Springs, Colorado

EPC Hotline

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"Speaking Out" is the letters-to-the-editor column of Teamster Magazine, 25 Louisiana Ave., NW. Washington, DC 20001. Letters may be shortened due to space limitations. Please include your Teamster local number when you write.

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Report from the **Election Officer**

Report XLI from the Independent Review Board

U.S. and Canadian Companies **Push Again To Use Unsafe Trucks From Mexico**

eamster members in the U.S. and Canada face a major challenge to stop big corporations from winning the right to put unsafe trucks and exploited drivers from Mexico on our highways.

Caving in to pressure from Big Business and Republican leaders, the Clinton-Gore administration is planning after the U.S. federal elections in November to lift the delay our union won in 1995 on the trucking part of the North American Free Trade Agreement

The planned move comes despite strong opposition from some members of Congress led by Rep. David Bonior (D-MI), the second-ranking Democrat in the House of Representatives.

NAFTA's trucking section would permit companies to exploit \$7-a-day drivers from Mexico to move freight now hauled by U.S. and Canadian drivers at a decent wage.

As one step toward implementing NAFTA trucking, the White House and the party that has ruled Mexico for 70 years held a joint media event in June where officials promised to develop a drug and alcohol testing program for truckers in Mexico.

The U.S. Customs Service has also pro-

posed a new rule that would help pave the way for NAFTA trucking. The proposed rule would make it easier for Canadian trucks to haul freight within the U.S., as U.S. trucks can now do in Canada. Under NAFTA, the rule would then be applied to trucks from Mexico as well.

Teamster Action Needed to Stop NAFTA Trucking

All Teamsters can help stop NAFTA trucking by taking part in rallies, letterwriting campaigns, or other actions.

U.S. members can contact your representatives in Congress at (202) 225-3121.

Write to members of the U.S. House of Representatives, Washington, DC 20515, or to Senators at U.S. Senate, Washington, DC 20510.

Contact President Bill Clinton and Vice President Al Gore by calling (202) 456-6222 or writing c/o White House, 1600 Pennsylvania Avenue N.W., Washington, DC 20500.

You can send e-mail to Clinton at president@whitehouse.gov and to Gore at vice-president@whitehouse.gov.

Uninspected Trucks Boost Drug, Food Dangers

In a four-day period, employees of Yellow Freight in Chicago discovered two shipments containing more than a million dollars' worth of illegal drugs that had traveled from southern Texas and likely originated in Mexico.

Under the trucking part of NAFTA, thousands more trucks each day would cross into the U.S. and Canada without being

inspected — dramatically increasing the amount of heroin, cocaine, and other drugs entering our schools and our communities.

A recent study by Congress found that the U.S. government is already unable to ensure that food entering the U.S. under NAFTA is safe for American families. More uninspected trucks would increase the risk even more.

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-ONE YEAR LATER

Teamster members from UPS, freight, carhaul, and other industries talk about applying lessons from the historic strike.

In August, 1997, the eyes of the world were on the members of the Teamsters Union.

A two-week strike at United Parcel Service won the biggest victory for working people in many years.

As a result of the strike, UPS agreed to provide 10,000 new full-time jobs by combining existing part-time positions. It also agreed to major pension increases and new limits on subcontracting.

But the battle for good jobs at UPS and other employers continues. In these interviews, Teamsters from a variety of industries talk about the challenges of the future.

"A Good Contract Was Just The First Step"

"It was a really proud feeling to be on the Teamster picket line last summer. We were united — and we won the language we wanted on full-time jobs.

But our strike won't mean anything unless we enforce what we won.

We've got part-timers who've been waiting for a full-time job for 15 years. By the end of this contract, we should be able to look back and see all the full-time jobs UPS is supposed to create.

It's going to take a major enforcement campaign — but our strike helped people realize that you can win if you're willing to fight."

— Vince Rivera, UPS part-timer, Louisville Local 89



UPS ON THE RESIDENCE OF THE PARTY OF THE PAR

"We Have to Keep Building Public Support"

"For me, the contract campaign last year was an amazing learning experience.

The International got members involved and kept us informed. The rank and file felt like, yes, we do make a difference.

One of the best days was the day after the strike when we went back to work and everybody on the road was waving and blowing kisses to us.

We did a lot of leafletting and outreach to get that kind of public support. We have to keep doing that to make UPS give us what they agreed to."

— Barb Boyce, UPS package car driver, Des Moines Local 90

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"Smart Tactics Will Be Key For Our Contract Too"

"As a carhauler, I'd say the UPS strike showed what works when management takes you on — getting the members involved, getting the community involved, and standing tall on the picket line if you have to.

That's what we had to do when Ryder took us on in our last carhaul negotiations. We shut them down and put a lot of pressure on the company by leafletting at car dealers.

Our contract expires next May — and we're going to need the same kind of effort again.

Companies are out to break unions these days — and you can't just fight back with a baseball bat. You need smart tactics."

- Joe Flynn (center), carhauler, Jacksonville Local 512

"The UPS Victory Showed It Takes The Members To Win"

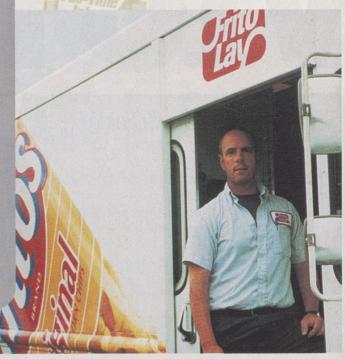
"When the UPS workers walked out last summer, I applauded them. Here's a bunch of members that got involved and put something on the line.

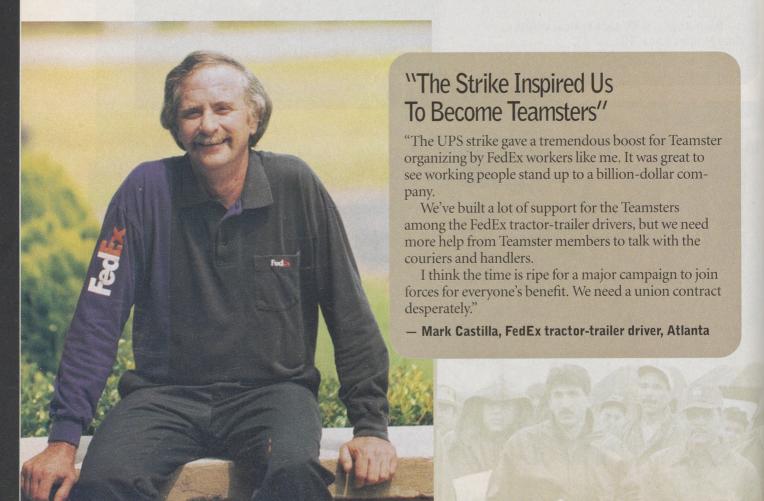
We need to do the same thing at my company — Frito Lay — but first we have to get more members involved.

Management is great at dividing and conquering and pitting people against each other — and it's always the same handful of guys taking them on.

We need a lot more coordination among locals so we can start moving in the direction of a master contract. We have to use our strength in numbers."

 Steve Moffet, Frito Lay driver, New York City Local 966







"Job Security Takes Organizing In Industries Like Freight" "The success of the LIPS strike really belond us

"The success of the UPS strike really helped us with organizing in the freight industry. A lot of nonunion drivers saw the power in numbers — and they've been coming to talk to us more than ever.

Bringing more nonunion people into the union is the only way we'll ever have real job security in freight.

We've got to get a contract at Overnite, then move on to companies like CCX and American Freightways. Everything else will fall into place if we can keep on organizing."

Frank Burdell, freight city driver, Cleveland
 Local 407 (with his wife, Linda, a UPS part-timer)

"Let's Keep Up The Good Work On Issues Like NAFTA Trucking"

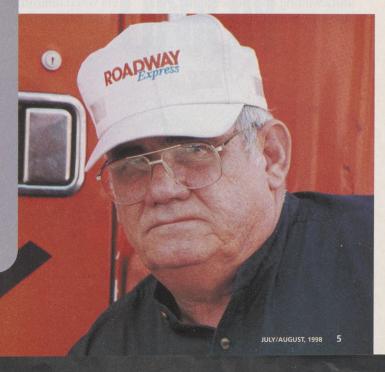
"Teamsters and the public were united during the UPS strike — and we also have to be united on issues like NAFTA trucking [which would allow companies to use truck drivers from Mexico to haul freight on any U.S. or Canadian highway].

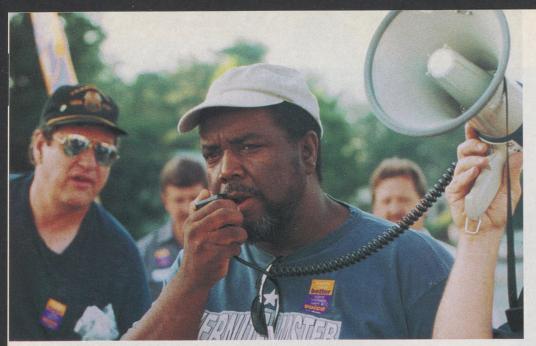
Safety is a major problem. At the border, I saw a 28-foot Mexican trailer weigh in with over 100,000 pounds. Even with our equipment, there's no way I could hold that much if I had to brake all of a sudden.

Truck traffic on roads from the border has tripled since NAFTA, and I've seen more and more drivers from Mexico hauling trailers on the U.S. side of the border that Teamsters used to be hauling. The minimum wage in Mexico is only \$3.25 a day.

We need to keep up the good work we've been doing and prevent the trucking part of NAFTA from taking effect."

 $\boldsymbol{-}$ Henry Real y Vasquez, over-the-road freight driver, Houston Local 988





"The unity
on the picket line
was incredible.
Management
knows we'll do
whatever it takes."

— John Culverson, Overnite line-haul driver, Atlanta Local 728

Overnite Workers Stand Tall

orkers at Overnite — the largest nonunion trucking company in the less-thantruckload freight industry — are taking a courageous stand to win fair treatment on the job.

Workers at four Overnite terminals launched separate one-day walkouts in late June over local grievances.

"Management just keeps stonewalling and stonewalling," said Atlanta Overnite driver John Culverson. "So we decided it was time to go one step further and strike."

The drivers and dockworkers in Atlanta, Miami, Cincinnati, and Kansas City are among 4,000 Overnite workers who have voted for Teamster representation over the past three years, but they don't yet have the protection of a Teamster contract.

On July 8, leaders of Teamster locals that represent Overnite workers voted unanimously to authorize a nationwide strike, if necessary, to

win a good contract.

Teamster locals that represent Overnite terminals where workers held the one-day walkouts reported that only a handful of workers crossed picket lines.

In Atlanta, the AFL-CIO helped coordinate a rally at the Overnite terminal as part of a nationwide "Right to Organize" Day of Action."

Overnite has been put up for sale by its parent company, Union Pacific.



rights on the job

s a U.S. Teamster member and as a worker covered by federal labor laws, you have the right and responsibility to get involved in building a strong union.

This article summarizes some of your rights. For legal advice about a specific situation, consult an experienced labor attorney.

The Right to Help Win Better Contracts

You have the right to help your local union leaders fight for better contracts by...

- Obtaining a copy of your current contract, along with all side agreements.
- Attending union meetings to discuss contract proposals.
- Taking part in contract campaign activities designed to build Teamster unity and community support.
- Voting by secret ballot on any proposed new agreement with management, after being informed about that agreement.

The Right to Enforce Your Contract

You have the right to fair representation from your local union when you believe your rights have been violated.

That does not necessarily mean that your local union must always process a formal grievance in every case. It does mean that your local must give your claim consideration and make a decision in good faith about whether to pursue it.

The Right to Job Safety and Health

Most Teamsters are covered by state or federal job safety laws that provide the right to information about safety and health hazards, the right to ask for a government inspection, and the right to refuse immediately dangerous work without being disciplined.

For more information, ask your local union, or contact the nearest office of the U.S. Occupational Safety and Health Administration (OSHA).

The Right to Participate In the Union

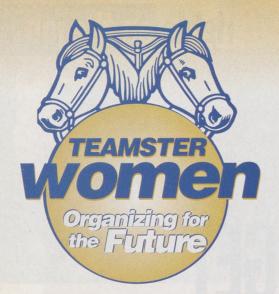
As a member in good standing you have the right to...

- Distribute leaflets or other information in your workplace in nonwork areas on non-work time.
- Be free from punishment, discrimination, surveillance, or harassment by employers or the union for the opinions you hold or speak out about.
- Attend union meetings.
- Vote and campaign for candidates for local union and International Union office.
- Nominate candidates or run for union office.
- Vote by secret ballot on increases in dues or special assessments.
- Obtain information on union finances contained in LM-2 Reports filed each year with the U.S. Department of Labor.

The Right to Protection From Corruption

If you believe that union officials have engaged in corruption or serious wrongdoing, you may file a complaint with the Teamsters Ethical Practices Committee, 25 Louisiana Avenue N.W., Washington, DC 20001.

GET INVOLVED TO BUILD A STRONG UNION



Members Make A Difference

At the recent Teamsters Women's Conference in Cleveland, members told inspiring stories about fighting for justice on the job.

Fighting For Full-Time Jobs

Then workers at the Gatorade plant in Oakland, California, were faced with a threat to good full-time jobs, they fought back by applying the lessons of the UPS strike last year.

In addition to its full-time workforce, Gatorade uses temporary employees who receive lower pay and no benefits.

In contract negotiations this winter, the company demanded the right to expand its temporary workforce even more.



Learning from the UPS victory, Local 912 helped the Gatorade workers plan a campaign that would get members involved and build support from the community.

Local 912 began by expanding the bargaining committee to include rank-and-file workers from every department at the plant.

Members on the negotiating committee then helped organize a member-to-member network to keep workers informed during bargaining.

"It was a pyramid system," explained receiving technician Janice Kegler. "After each negotiating meeting we gave an update to our contact people and they called their 10 people and so on."

Workers leafletted fans at pro football and basketball games and testified at the Oakland city council

"We kept stressing that we wanted to keep good jobs in Oakland — to keep the economy growing for our futures and for our children," Kegler said.

"I think the city council meeting



"Wherever you look around these days, it's turning into temp jobs and part-time jobs with no benefits. We fought back and kept good jobs for our future and for our children."

— JANICE KEGLER, GATORADE RECEIVING TECHNICIAN, LOCAL 912

really got to management because after that they withdrew their demand to bring in more temps."

Workers also won increases in pension contributions and wages, which had been frozen in their previous contract.

Fighting For Health and Safety

Supervisors screaming at workers. Severe injuries caused by speed-ups on the line. No bathroom breaks. Sexual harassment of female workers by management.

Those were the concerns of workers at the Iowa Beef meatpacking plant in Pasco, Washington.

The company wouldn't even spend the money to throw a few handfuls of salt on the bloody plant floor to keep people from falling, according to Local 556 chief steward Maria Martinez.

"Then, when people got hurt, management would harass them until they quit," Martinez said. "We weren't getting the help we needed to fight back."

Education for Action

Last fall, workers at Iowa Beef asked

"We used to be afraid to speak out, but we're not afraid anymore."

-MARGARITA CHAVEZ, MEATPACKER

their local union to host a training session for members provided by the International Union Warehouse Division. Martinez said the training was a wake-up call.

"We found out that the only way to improve our conditions was to educate ourselves and communicate better," she explained.

Workers began by forming a 20member organizing committee that reached out to other workers with leaflets, stickers, and petitions.

Meetings that at first drew only a few members soon grew so big they had to be moved to the public library.

In April, more than 400 workers traveled to the local's membership meeting more than an hour away. There, they voted to get members more involved by changing the bylaws to provide direct election of stewards.

New Clout on the Job

Workers then launched an aggressive campaign to begin enforcing their contract.

Over the last several months, they've won the right to take bathroom breaks whenever necessary, reduced harassment by supervisors, and formed committees to address health and safety problems.

"We used to be afraid to speak out, but we're not afraid anymore," said meatpacker Margarita Chavez.

Now, workers are turning their attention toward next year's contract negotiations.

"We're going to use the same kind of worker-to-worker campaign to fight for improvements in our contract," Martinez said. "Now that we know what we can do when we all get together and unite, there's no turning back."



Local 556 members in Pasco, Washington, take part in a training session provided by the International Union Warehouse Division on how to use a member-to-member network to build clout on the job.

Fighting For Our Families

ike any parent, Teamster member Vickie Plunkett wants to be able to take a day off from work to care for a sick child - and not have to worry about losing her job.

But until recently, the Teamster contract at the Owens-Corning plant in Aiken, South Carolina, where Plunkett works didn't pro-

vide that protection.

Though workers could take up to eight days off per year, they could be put on probation for a year whenever management felt an absence wasn't "legitimate." Probationary workers could be fired for any absence at all.

"Management was having the right to say whether my child was sick enough for it to be a legitimate



Vickie Plunkett (left) and her coworkers at Owens-Corning won the right to care for a sick child without fear of losing their job.

absence," Plunkett explained.

"A lot of single mothers were afraid of losing their job because

> their child's sick and they can't get a babysitter to watch them.

"Management used it to discriminate against people," Plunkett added. "If you were outspoken like I am, they would set you up to get stuck on probation."

Plunkett said that members didn't know the attendance probation policy had been slipped into their last contract until it was too late.

"In the past, our local would go out of town for negotiations and it would be nothing but a

big party," she said. "They'd make deals and never tell us about it."

A New Start

When leadership at Local 86 changed hands last year, the union decided it was time to make sure things were done differently in contract negotiations.

The International Union Industrial Trades Division was asked to provide assistance. Negotiations were held locally. And members took responsibility for organizing workers in the plant to get involved.

"We started by word of mouth just trying to sell T-shirts with the slogan we borrowed from the UPS Teamsters — 'It's Our Contract, We'll Fight For It," explained Vanesa Bryant, the first woman maintenance worker in the plant.

"That helped a lot because then union supporters could identify other union supporters and talk to each other."

During negotiations, Bryant and other members distributed updates from their bargaining committee inside the plant.

By the time crunch time hit at the bargaining table this spring, Local 86 members had built the unity they needed to mobilize hundreds of workers to picket outside the plant.

The action convinced management to eliminate its attendance probation policy and agree to other contract improvements. After voting to approve a new agreement, workers took part in contract enforcement training provided by the International Union.

"We're going to build on what we started and create a more organized membership network in the plant," said Bryant. "We need to keep getting stronger because next time management will know we're coming."

During the recent Teamster Women's Conference, Owens-Corning worker Vanesa Bryant joined a rally to support Teamster flight attendants.



The Teamster Way

Members Unhappy With The United Way Organize An Alternative

very year, Teamster members donate millions of dollars to community causes through paycheck deductions handled by employers.

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In most cases, companies decide how the money will be spent and take the credit within the community.

At Local 804 in Long Island City, New York, members decided it was time to take control of their charitable contributions.

Here, Local 804 members Kevin Lindroth and Vinny DeSalvo explain in their own words what they did.



Teamsters Have a Heart Foundation

CONTACT: Kevin Lindroth, Local 804 PHONE: 718-786-5700

WEB SITE: http://members.aol.com/heart804 E-MAIL: KLindroth@aol.com

In March of this year, we founded the Teamsters Have a Heart Foundation because we were frustrated by years of problems with how UPS and United Way were handling our

United Way was refusing to help Teamster-friendly organizations, and UPS was threatening workers who didn't want to donate.

First, we contacted the law firm that handled the legal work for Local 804 and had them draw up the paperwork for incorporation and for filing for tax-exempt status.

Next, since UPS would not establish a payroll checkoff for donations, we made arrangements with the Local 804 Credit Union so that members could sign a weekly donation pledge card to have their donations to the Teamsters Have a Heart Foundation transferred

If someone was not a credit union member and wanted to contribute to the foundaautomatically.

We then designed a foundation pin which could be worn by the members on the job. tion, merely writing a check would do. Trying to keep expenses at an absolute minimum, all the work is being done by volunteers. The local has given us access to phones, office space, fax, and copier machines.

The high cost of communicating with the membership is being done through our website and by postings done on union letterhead on the bulletin boards.

Almost every dollar we take in is going to be donated to a charity decided upon by the members.

As you have undoubtedly noticed in the media, cutbacks are happening all over the country. For example, many health services for women and children will most likely be terminated. You can help solve these problems — and solve them as *Teamsters*.

You and other members in your local can begin your own chapter of the Teamsters Have a Heart Foundation.

For assistance, you can contact us through our website at http://members.aol.com/heart804 or by email at

KLindroth@aol.com or by calling Kevin Lindroth at Local 804 at 718-786-5700.



UPS workers Vinny DiSalvo, Kevin Lindroth, and Bill Buhlert with the kitchen crew at Neighbors Together soup kitchen in Brooklyn, N.Y.

Union victory could echo throughout the country work San Jose Mercury News, June 4, 1998 BY HALLY E JORDAN AND JIM PUZZANGHERA

SACRAMENTO — On the door of the California Teach-crs Association building, handmade signs thank voters for the come-from-behind defeat of Proposition 226 on Thes-

formia.

On Capitol Hill on Wednesday, lawmakers were gauging the effects the Catifornia ballot battle would have on a
similar union dues provision that's been provided the federal campaign finance. The proposition received national attention, and cial backing, from conservative groups that are possibility of the states and in Congress in other states and in Congress in California Indiative, said Tuesday's slove his conservative Americans armillar laws and manufactures.



Big business doesn't want workers to have a place at the table either in contracts or in politics. We sent a message that we will fight for our place.

- Jim Estes, retiree, Local 952, Orange, CA

n a huge upset victory, Teamsters members and other working families defeated an attempt by corporate special interests to silence our voice in politics.

In June, California voters rejected Proposition 226 — the so-called "Paycheck Protection Act."

The scheme would have imposed new restrictions on union members' activities in politics — but not on corporations.

The news media described the victory as another example of labor's renewed fighting spirit — just like our UPS strike victory and the defeat last year of the proposal to put expansion of the NAFTA trade deal on a "fast track."

"The California vote was one more victory in what is becoming a string of successes for labor after years of decline," reported the Wall Street Journal on June 4, 1998.

Volunteers Made the Difference

When corporate special interests

launched their campaign to pass Proposition 226 last winter, 71 percent of California voters said they supported the scheme.

Dor

Jim Estes, a Teamsters Local 952 member who recently retired from CF, said the proposal gained early support because many Cali-

fornians didn't know its true purpose.

"The way they packaged it made it sound good at first," Estes explained. "But once we started getting the word out that it would silence working families, there was a complete turnaround.

"People realized that we're already being outspent 11 to 1 by big business, and that Proposition 226 would tilt the playing field even further against us."

The Philadelphia Inquirer, June 4, 1998 ngrich and ames big losers curb on labor fails in Calif. But this bold bid to cripple labor's muscle was rejected by 53 percent of California voters — thus foiling,

on the chin Tuesday night. 21 Gr 150 Stand Up Working

To educate voters about the corporate special interests behind Proposition 226, Teamsters and other union members made hundreds of thousands of phone calls to California households. "It took a lot of members getting involved to win this," said Local 287 member Tom Raby (lower left). "Not everyone can give their life to it, but you do have to be aware of the issues and go out and vote."

The International Union worked closely with Teamster locals and other unions to get members involved in a campaign to fight back.

In just a few months, volunteers made 650,000 phone calls, walked 5,005 precincts, and visited 18,000

ld

Your Voice May Still Be Threatened

conservative ac-

Speaker Newt Gingrich

"Paycheck Destruction" legislation may be on the November ballot in Colorado and Oregon and may still be considered by Congress and some state legisla-

for the moment, the plans of

Contact your local union to find out whether cortures. porations are trying to pass new restrictions on union members' political action in your state — and how you can help fight back.

Contact your members of Congress by calling (202) 225-3121.

Time to Organize

Just days after the defeat of Proposition 226, Teamsters like Local 287 member Tom Raby were already thinking about how to build on the victory for the future.

The Yellow Freight driver said that momentum from the grassroots campaign should be turned toward organizing.

"President Clinton tells us how all these jobs have been created, but not that they're all \$7 and \$8 an hour jobs," Raby pointed out.

"We need to get out and help nonunion workers understand the value in pulling together to fight for better conditions."

Jim Estes agreed. "If we can organize more now we won't have such a big fight on our hands next time," he

ver heard the story about the struggling corporation that asks workers to "sacrifice" to keep the company afloat — but then refuses to reward employees once ■ huge profits start rolling in again?

It's a tale the 10,000 Teamster flight attendants at

Northwest Airlines know all too well.

Since the workers took cuts in pay and benefits four years ago, the airline's profits have soared and top executives have pocketed millions in bonuses, stock options, and special perks.

"We've sacrificed to make this airline big profits," explained Anne Meyer, a Northwest flight attendant

based in Minneapolis. "Now we deserve decent wages and a good pension."

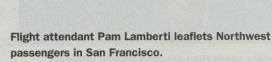
To increase pressure on Northwest management to negotiate a fair contract, new leaders of Local 2000 are involving flight attendants in a public outreach campaign.

In June, they unleashed the C.A.T. — or "Contract Action Teams." The C.A.T. program is the flight attendants' version of the member-to-member networks that have been used recently by Teamsters at Anheuser-Busch, UPS, and other companies.

"In our jobs we're always on the move, so we can't see our union base representatives every day," said Honolulu-based flight attendant Dorothy Hutchison. "We need to build strength member-to-member — and that's what the C.A.T. program is about."

Because they travel so much, Local 2000 members are using e-mail and phone networks to stay in touch. Members who volunteer to lead the C.A.T. teams receive training from their local union.

"We're leafleting and wearing stickers to show unity and we're working with the mechanics and pilots to leaflet customers," said Meyer. "We can't let management turn us against each other."



CONTRACT

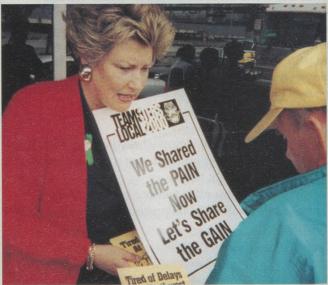
NOW!

We Shared

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UNDERSTANDING TEAMSTER FINANCES

How Dues Dollars Are Spent

E ach month, each Teamster member pays dues to their local union. For the average member, about 80 cents of each dues dollar remains in the local union. The other 20 cents of each dues dollar goes to the International Union.

In most locals, dues are tied to members' hourly wages (for example, 2 hours' wages per month). That means in most locals dues increase whenever members' wages rise.

The report on the following pages summarizes the International Union's finances for 1997. A summary of how each local spends its dues income is contained in a publicly available "LM-2" Report which by law must be filed each year with the U.S. Department of Labor.

International Union net assets dropped \$13 million in 1997, largely because of more than \$12 million paid to UPS members and other Teamsters in strike benefits.

Other extraordinary expenses included the cost of the UPS negotiations and contract campaign, expenses in connection with requirements established by the court-appointed Election Officer, and expanded organizing campaigns.

In total, International Union net assets have dropped by about \$150 million since 1992. During the past six years, the International paid \$123 million directly to members in the form of strike benefits.

During that time, the International also had a net \$24 million expense for the Teamsters Affiliates Accountants and Management Consultants

The US Member Firm of

Grant Thornton 75

GRANT THORNTON LLP

Report of Independent Certified Public Accountants

Mr. Tom Sever, General Secretary-Treasurer Members of the General Executive Board International Brotherhood of Teamsters

We have audited the accompanying consolidated statements of financial position of the International Brotherhood of Teamsters as of December 31, 1997 and 1996, and the related consolidated statements of activities, changes in net assets and cash flows for the years then ended. These financial statements are the responsibility of the International Union's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above, present fairly, in all material respects, the financial position of the International Brotherhood of Teamsters as of December 31, 1997 and 1996, and the results of its operations and its cash flows for the years then ended, in conformity with generally accepted accounting principles.

As discussed in Note N, investigations are being conducted regarding the alleged misuse of the International Union's funds and other irrregularities in connection with the International Union's 1996 elections. It is not possible at this time to estimate the effect, if any, on the International Union's financial statements.

Crant Thomton up

Vienna, Virginia March 27, 1998 (except for Note N, as to which the date is June 9, 1998)

Suite 375 2070 Chain Bridge Road Vienna, VA 22182-2536 Tel: 703 847-7500 Fax: 703 848-9580

Pension Plan (TAPP), a plan started in 1962 to provide an extra pension to local union officers. The Teamsters General Executive Board addressed this problem for the future by ending any International Union expense for new credit under the plan.

Cost-Saving Steps to Shift Priorities

In 1997, the International Union used members' dues money for campaigns to fight for better contracts, grassroots political action on issues that affect working people, coordinated organizing drives, and

publications and other materials to keep members informed.

Those programs to benefit members were made possible by cuts made since 1992 in salaries, pensions, and special benefits for top officials.

More cost-cutting steps will be needed in the future to maintain the funds to fight for better contracts and laws to protect working people.

International Brotherhood of Teamsters Consolidated Statement of Financial Position

The state of the s				UNRESTRICTED				
		GENERAL FUND	SPECIA	L ORGANIZING FUND	D	EFENSE FUND		TOTAL ALL FUND
ASSETS							MIN	Mesens
Assets			10000					STATE
Cash	\$	6,580,320	\$	961,167	\$	40,024	\$	7,581,51
Accounts receivable		8,824,184						8,824,18
Inventories		529,397		02 662		180		529,39
Accrued investment income Prepaid expenses _		718,373 302,106		92,662		180		811,21 302,10
Frepaid expenses		16,954,380	V	1,053,829	1 1 1 1 1	40,204		18,048,41
						40,204		
Investments in debt and equity securities		46,073,197		5,918,723		ot man also		51,991,92
Investments in First Trust Notes—affiliates		5,530,708						5,530,70
Fixed assets, net		8,913,160		miles - M		10 21 0 18		8,913,16
Deposits	The state of the s	352,949		- 1	Marin.	ASSESSMENT OF THE		352,94
Total Assets	\$	77,824,394	\$	6,972,552	\$	40,204	\$	84,837,15
LIABILITIES AND NET ASSETS Liabilities								
Accounts payable and accrued expenses	\$	10,973,656	\$	-	\$		\$	10,973,65
Due to/from other funds		(18,972,058)		1,823,197		17,148,861		
The Teamster Affiliates Pension Fund liability		25,821,186		-		- 1		25,821,18
Retirement and Family Protection Plan liability		13,868,319				-		13,868,31
Postretirement benefit obligation		22,928,933		N. Stranger				22,928,93
Loans payable		7,785,807			140	The Court of	ille il	7,785,80
Total Liabilities		62,405,843		1,823,197		17,148,861		81,377,90
Net Assets (Deficit)								
Unrestricted		15,418,551		5,149,355		(17,108,657)		3,459,24
Public Employees Assistance Fund						-		San Carlotte
		15,418,551		5,149,355		(17,108,657)		3,459,24
Total Liabilities and Net Assets (Deficit)	\$	77,824,394	\$	6,972,552	\$	40,204	\$	84,837,15
ASSETS Assets								
Cash	\$	4,726,409	\$	908,207	\$	19,604	\$	5,654,22
Accounts receivable	ų.	9,543,957	Ψ	300,207	Ψ	13,004	Ψ	
Inventories		490,179						
Accrued investment income				104.000		AND DESCRIPTION OF THE PERSON		9,543,95
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Prepaid expenses _		917,123 145,037 15,822,705		1,103,100	3	77 - 19,681	m & l	9,543,95 490,17 1,112,09 145,03
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Investments in debt and equity securities Investments in First Trust Notes—affiliates Fixed assets, net Deposits Total Assets LIABILITIES AND NET ASSETS Liabilities Accounts payable and accrued expenses Due to/from other funds The Teamster Affiliates Pension Fund liability Retirement and Family Protection Plan liability Postretirement benefit obligation Loans payable Total Liabilities	telatesido Membrila	145,037 15,822,705 51,959,371 4,600,343 9,877,926 212,259 82,472,604 12,885,545 (18,864,249) 28,309,872 10,711,279 18,552,800 9,946,393 61,541,640		1,103,100 13,349,371 - - 14,452,471 2,241,422 - - 2,241,422		19,681 - - - 19,681 - 16,622,827 - - - - 16,622,827		9,543,95 490,17 1,112,09 145,03 16,945,48 65,308,74 4,600,34 9,877,92 212,25 96,344,75 12,885,54 28,309,877 10,711,271 18,552,80 9,946,39 80,405,88
Investments in debt and equity securities Investments in First Trust Notes—affiliates Fixed assets, net Deposits Total Assets LIABILITIES AND NET ASSETS Liabilities Accounts payable and accrued expenses Due to/from other funds The Teamster Affiliates Pension Fund liability Retirement and Family Protection Plan liability Postretirement benefit obligation Loans payable Total Liabilities Net Assets (Deficit) Unrestricted	telatesido Membrila	145,037 15,822,705 51,959,371 4,600,343 9,877,926 212,259 82,472,604 12,885,545 (18,864,249) 28,309,872 10,711,279 18,552,800 9,946,393 61,541,640		1,103,100 13,349,371 - - 14,452,471 2,241,422		19,681		9,543,95; 490,179 1,112,09; 145,03; 16,945,486 65,308,74; 4,600,34; 9,877,926 212,25; 96,944,756 12,885,549; 28,309,877 10,711,279; 18,552,800 9,946,332; 80,405,885
Investments in debt and equity securities Investments in First Trust Notes—affiliates Fixed assets, net Deposits Total Assets LIABILITIES AND NET ASSETS Liabilities Accounts payable and accrued expenses Due to/from other funds The Teamster Affiliates Pension Fund liability Retirement and Family Protection Plan liability Postretirement benefit obligation Loans payable Total Liabilities Net Assets (Deficit)	telatesido Membrila	145,037 15,822,705 51,959,371 4,600,343 9,877,926 212,259 82,472,604 12,885,545 (18,864,249) 28,309,872 10,711,279 18,552,800 9,946,393 61,541,640		1,103,100 13,349,371 - - 14,452,471 2,241,422 - - 2,241,422		19,681 - - - 19,681 - 16,622,827 - - - - 16,622,827		9,543,95; 490,179 1,112,09; 145,03; 16,945,486 65,308,744 4,600,344 9,877,926 212,255 96,944,756 12,885,549 28,309,877 10,711,279 18,552,800 9,946,393 80,405,885 16,285,448 253,415
Investments in debt and equity securities Investments in First Trust Notes—affiliates Fixed assets, net Deposits Total Assets LIABILITIES AND NET ASSETS Liabilities Accounts payable and accrued expenses Due to/from other funds The Teamster Affiliates Pension Fund liability Retirement and Family Protection Plan liability Postretirement benefit obligation Loans payable Total Liabilities Net Assets (Deficit) Unrestricted	telatesido Membrila	145,037 15,822,705 51,959,371 4,600,343 9,877,926 212,259 82,472,604 12,885,545 (18,864,249) 28,309,872 10,711,279 18,552,800 9,946,393 61,541,640		1,103,100 13,349,371 - - 14,452,471 2,241,422 - - 2,241,422		19,681 - - - 19,681 - 16,622,827 - - - - 16,622,827		9,543,95; 490,179; 1,112,09; 145,03; 16,945,480; 65,308,744; 4,600,344; 9,877,920; 212,255; 96,944,750; 12,885,549; 28,309,877; 10,711,279; 18,552,800; 9,946,339; 80,405,889; 16,285,440; 253,410; 16,538,867;

International Brotherhood of Teamsters Consolidated Statement of Activities

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UNRESTRICTED									
GEI	NERAL FUND	SPEC			FENSE FUND		TOTAL ALL FUN		
	STEED.	100	7.951.894		1985,51	18	i HBOZGER		
\$	83,085,082	\$		\$	_	S	83,085,0		
	549,615		1123.3351-		-		549,6		
	4,020,394		869,418		1,615		4,891,4		
			-		10001-110		167,2		
· Brain	583,384		-		-	elecch.	583,3		
	88,405,686		869,418		1,615		89,276,7		
	20 161 338						20,161,3		
					1 1100		26,830,3		
	3,733,949		ster Consolidate		ingriscod of		3,733,9		
	8,214,756		100		P PE HARRIE		8,214,7		
	6,223,146		7,931,112		· in a second		14,154,2		
			-		-		1,893,		
			Activities A		O Ini heath on		7,399,9		
			in a long to		- In occording		1,995,		
			antino le		aformon ason		3,023,		
					518 036 an		(4,318,3		
			0.000000		neitte or		3,157,		
					and laise		555,8		
n					minimum O latina		1,572,		
					athering that		3,400,		
	12,179,565						12,167,1		
	and public -	SE IL	CONTRACTOR OF STREET	-	- TOTAL DIFFERENCE HAVE	nio) bod	519,5		
	96,023,000		7,931,112		507,126		104,461,2		
8 604,234) 620,636) 64,756) 78,013)	(7,617,314) 2,104,901		(7,061,694)	and	(505,511)	object periode period periode period period period periode period period period period period period period pe	(15,184,5 2,104,5		
\$	(5.512.413)	S	(7.061.694)	\$	(505.511)	\$	(13,079,6		
(IDE SIL)			zaitývins	A galtan	agO yd bablvo	19 (al b)	set) his 3 Al		
S	84.639.698	\$		S		\$	84,639,69		
		•			L gottesand ye	bolivo	579,6		
			1.006.091		625		4,425,7		
	80,244		-		ethamb.		80,2		
136,166	4,052	165 U 780	20,050	& U 193M	of to neception		24,1		
4534-015	88,722,662		1,026,141	-	625	IBR MOT	89,749,4		
	17 778 734						17,778,7		
			The second of				27,291,5		
					toA poitestol		3,523,3		
							9,338,4		
					look galangal		7,337,1		
			6 547 317				10,942,4		
			0,047,017				4,197,9		
					o promotil etc		5,751,3		
			WAIL.		_		1,921,3		
							2,740,9		
							(2,552,7		
			-		Dely.		2,979,6		
	776,600						776,6		
n	1,609,400				-		1,609,4		
-	5,218,924				-		5,218,9		
	(1,354)				-		(1,5)		
	(1,354) 4,432,558				(12,420)				
					(12,420) 617,226		(1,35 4,420,13 617,22		
			6,547,317				4,420,13		
\$	4,432,558	\$	6,547,317	\$	617,226	\$	4,420,13 617,23		
11	\$ stement of	\$4,639,698 \$79,667 3,419,001 \$(7,617,314) \$4,639,698 \$579,667 3,419,001 \$0,244 4,052 \$8,722,662 \$4,020,394 167,211 583,384 88,405,686 20,161,338 26,830,336 3,733,949 8,214,756 6,223,146 1,893,228 7,399,932 1,995,911 3,023,869 (4,318,384) 3,157,040 555,831 1,572,300 3,400,183 12,179,565 96,023,000 \$55,831 1,572,300 3,400,183 12,179,565 96,023,000 \$55,831 1,572,300 3,400,183 12,179,565 96,023,000	\$ 83,085,082 \$ 549,615 4,020,394 167,211 583,384 88,405,686 20,161,338 26,830,336 3,733,949 8,214,756 6,223,146 1,893,228 7,399,932 1,995,911 3,023,869 (4,318,384) 3,157,040 555,831 1,572,300 3,400,183 12,179,565 96,023,000 (7,617,314) \$ (5,512,413) \$ tement of Activities \$ 84,639,698 579,667 3,419,001 80,244 4,052 88,722,662 17,778,734 27,291,532 3,523,339 9,338,457 7,337,175 4,395,119 4,197,999 5,751,382 1,921,324 2,740,940 (2,552,788) 2,979,683 776,600	\$ 83,085,082 \$ - 549,615 - 4,020,394 869,418 167,211 - 583,384 - 20,161,338 - 26,830,336 - 3,733,949 - 3,821,4756 - 6,223,146 7,931,112 1,993,228 - 7,399,932 - 1,995,911 - 3,023,869 - 4,318,384 - 3,157,040 - 555,831 - 2,104,901 - 1,572,300 - 3,400,183 - 1,2179,565 - 2,214,4901 - 2,104,901	\$ 83,085,082 \$ - \$ 549,615 - 4,020,394 869,418 167,211 - 583,384 - 26,830,336 3,733,949 - 8,214,756 - 6,223,146 7,931,112 1,833,228 7,399,932 - 1,995,911 3,023,869 4,318,384 3,157,040 555,831 - 555,831 - 501 1,572,300 3,400,183 12,179,565 - 96,023,000 7,931,112 (7,617,314) (7,061,694) \$ \$ \$ 84,639,698 \$ - \$ 579,667 3,419,001 4,006,091 80,244 4,052 20,050 88,722,662 1,026,141	\$ 83,085,082 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$ 83,085,082 \$ - \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$		

International Brotherhood of Teamsters Consolidated Statements of Changes in Net Assets

YEARS ENDED DECEMBER 31, 1		UNRESTRICTED								
FENSEROND TOTAL ALL PLADS	O ONLY SHEEMAN	O TATOLAS	ave.	SENERAL FUND	SPECIA	AL ORGANIZING FUND	I	DEFENSE FUND		TOTAL ALL FUNDS
Net Assets, January 1, 1996			\$	28,947,326	\$	17,732,225	\$	(15,998,965)	\$	30,680,586
Decrease in Net Assets			5,082	(8,016,362)		(5,521,176)		(604,181)		(14,141,719)
Net Assets, December 31, 1996				20,930,964		12,211,049		(16,603,146)		16,538,867
Decrease in Net Assets			\$490.0 9800.0	(5,512,413)		(7,061,694)		(505,511)		(13,079,618)
Net Assets, December 31, 1997			\$	15,418,551	\$	5,149,355	\$	(17,108,657)	\$	3,459,249

International Brotherhood of Teamsters Consolidated Statement of Cash Flows

YEAR ENDED DECEMBER 31, 1997	GENERAL FUND	SPECIAL ORGANIZING FUND	DEFENSE FUND	TOTAL ALL FUNDS
A STATE OF THE STA	eco noe v		signs of the section of the section	Legal Year audon
Cash Flows Provided by (Used in) Operating Activities				
Cash received from	1000 PM P 25 502 125		Total and the same of the same	
Affiliated conferences, councils and local unions	\$ 84,440,131	\$ -	\$	\$ 84,440,131
Investment income	3,686,003	851,405	1,512	4,538,920
Grant reimbursements	2,897,827		Research autominiminal school our	2,897,827
Transfer from General Fund	108,000		6,508	6,508
Transfer from Special Organizing Fund	8,349,337	notingulari mushinneni iliagesi ins	continuo homenenta	8,349,337
Refunds of out-of-work benefits	10 10 10 10 10 10 10 10 10 10 10 10 10 1		12,400	12,400
Cafeteria income	96,036		12,100	96,036
Refunds and reimbursements	2,792,565			2,792,565
Retunds and reimbursements	2,792,303		enses	2,752,500
Cash Provided by Operating Activities	102,261,899	851,405	20,420	103,133,724
Cash disbursed to				
Service providers, suppliers, vendors and others	(48,404,234)	Thurs.	tell residentifications	(48,404,234)
Employees and government agencies for withholdings	(31,620,624)	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	4. 2.72	(31,620,624)
AFL-CIO and other labor organizations	(8,274,756)			(8,274,756)
			who was do but	(6,379,013)
Affiliated conferences, councils and local unions	(6,379,013)			
Members for benefits under Strike Benefit Assistance Program	(12,179,565)		The second second	(12,179,565)
Transfer to General Fund	5- 5-12-613	(8,349,337)	-2000	(8,349,337)
Transfer to Defense Fund	(6,508)	-	-	(6,508)
Cash Used in Operating Activities	(106,864,700)	(8,349,337)	usal in bookingto	(115,214,037)
Net Cash (Used in) Provided by Operating Activities	(4,602,801)	(7,497,932)	20,420	(12,080,313)
Cash Flows Provided by Investing Activities	74 400 000	00 000 504		00.740.000
Proceeds from sale or redemption of investments	71,122,636	22,626,584	Total day	93,749,220
Purchases of investments	(64,827,306)	(15,075,692)	-	(79,902,998)
Proceeds from consolidation of former U.S. Area Conferences' net asse			-	2,951,563
Proceeds from sale of fixed assets	2,000			2,000
Purchases of fixed assets	(310,703)	-		(310,703)
Payment of loans to affiliates	486,663	_		486,663
Loans to affiliates	(408,750)		- 2010	(408,750)
Net Cash Provided by Investing Activities	9,016,103	7,550,892	27/08/A-31901a	16,566,995
Cash Flows Used in Financing Activities				
Payments on loans	(2,160,586)		69.61	(2,160,586)
Effect of Exchange Rate Changes on Cash	(398,805)		malasudis kanilo aspatras kali Piles sana	(398,805)
Net Increase in Cash	1,853,911	52,960	20,420	1,927,291
		000 007	10.004	E CEA 220
Cash at Beginning of Year	4,726,409	908,207	19,604	5,654,220
Cash at End of Year	\$ 6.580.320	\$ 961.167	\$ 40.024	\$ 7,581,511

INTERNATIONAL BROTHERHOOD OF TEAMSTERS FINANCIAL REPORT 1997

International Brotherhood of Teamsters Consolidated Statement of Cash Flows —continued

FORMER ST, 1997 APRO 1996	GENERAL FUND	SPECIAL	ORGANIZING FUND	DEFENSE	FUND		TOTAL ALL FUND
econciliation of Decrease in Net Assets to Net Cash							ANALAS DAS
from Operating Activities							
Decrease in net assets	(5,512,413)	\$	(7,061,694)	\$ (5	505,511)	\$	(13,079,618
Effect of Conference merger	(2,104,901)		(7,001,001,	10	00,0117	•	(2,104,901
Unrealized gain on investments	(215,665)		tiani fasti				(215,665
Net gain on sale of fixed assets	(14,000)						(14,000
Net gain on sale of investments	(11,102)		(123,385)				(134,487
Net amortization of investment (discounts) premiums	(80,119)		3,141				(76,978
Bad debt expense exclusive of loans receivable write-offs	105		0,141				10
Depreciation expense	1,276,240		The state of the state of				1,276,24
Net loss from effect of exchange rate changes	398,805				Transpire to		398,80
Decrease in due from other funds	10,019		2/halalang (a		TURBUR TO		10,01
Decrease in due from conferences	36,805		excelle write-ring				36,80
Decrease in accounts receivable	1,256,008						1,256,00
Increase in inventories	(38,812)		Sundayin inte		Tracks III		(38,812
Decrease (increase) in accrued investment income	198,750		102,231		(103)		300,87
Increase in deposits	(135,299)		102,201		(100)		(135,299
Increase in prepaid expenses	(157,474)				udda huan		(157,474
Decrease in accounts payable, accrued expenses and withholding	(66,880)				BURNEY SAMO		(66,880
Decrease in The Teamster Affiliates Pension Fund liability	(4,561,099)						(4,561,099
Increase in Retirement and Family Protection Plan liability	3,157,040		- pm San Shr				3,157,04
Increase in postretirement benefit obligation	2,069,000						2,069,000
Decrease in due from Special Organizing Fund/due to	2,000,000						2,009,000
General Fund resulting from operating activity	418,225		(418.225)				
Increase in due from Defense Fund/due to General Fund	410,223		(410,223)		DYBU - SHU		
resulting from operating activity	(526.034)				526,034		
			A A CONTRACT			THE PARTY	and the second
et Cash (Used in) Provided by Operating Activities	(4,602,801)	\$	(7,497,932)	\$	20,420	\$	(12,080,313

International Duetlandand	f Tagasatana I	Consolidated Statement of Cash Flows
International Brotherhood of	t leamsters	Consolidated Statement of Cash Flows

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YEAR ENDED DECEMBER 31, 1996	GENERAL FUND	SPECIAL ORGANIZING FUND	DEFENSE FUND	TOTAL ALL FUNDS
ash Floure Provided by (Head in) Operating Activities	HARRIST CO.	A continue late on langualitaine	Consistence of Pint State	
Cash Flows Provided by (Used in) Operating Activities				
Cash received from		and the same of the south at of	The state of the s	THE REAL PROPERTY OF THE PROPE
Affiliated conferences, councils and local unions	\$ 85,715,754		\$ -	\$ 85,715,754
Investment income	4,139,091	997,189	593	5,136,873
Grant reimbursements	790,590	Collins on a Commission of the Collins of the Colli	4500	790,590
Transfer from General Fund	Hombe layseness to	10,543	110	10,653
Transfer from Special Organizing Fund	5,090,421		THE RESERVE OF THE PARTY OF THE	5,090,421
Refunds of out-of-work benefits		the tree comments are an	12,420	12,420
Refunds and reimbursements	2,405,110		MONTH LINE WATER	2,405,110
Cash Provided by Operating Activities	98,140,966	1,007,732	13,123	99,161,821
Cash disbursed to	30,140,300	1,007,732	13,123	33,101,021
Service providers, suppliers, vendors and others	(41,499,520)			(41,499,520)
Employees and government agencies for withholdings	(30,386,177)	A SOS SANTENDE LICEUM ALT - TIMONET	STRUMBER OF TENEDS SHOWEN	
AFL-CIO and other labor organizations	(9,679,391)	destructions of the second	s interior in the spice	(30,386,177)
AFL-GIO and other labor organizations		wareflast okhenoezer at risidu.	remepananceling U	(9,679,391)
Affiliated conferences, councils and local unions	(15,798,690)		17000	(15,798,690)
Members for benefits under Strike Benefit Assistance Program	(4,432,557)			(4,432,557)
Transfer to General Fund	gragerindr	(5,090,421)		(5,090,421)
Transfer to Defense Fund	(110)	at Restauchend of Teignistors ha	mittenstal action atmos	(110)
Transfer to Special Organizing Fund	(10,543)	- 100	mazartu e patinina	(10,543)
Cash Used in Operating Activities	(101,806,988)	(5,090,421)	neis neith	(106,897,409)
Net Cash (Used in) Provided by Operating Activities	(3,666,022)	(4,082,689)	13,123	(7,735,588)
Cash Floure Presided by (Head in) Investing Activities				
ash Flows Provided by (Used in) Investing Activities	140 454 474	40 005 000		407.040.550
Proceeds from sale or redemption of investments	140,454,474	46,865,082	Contract Columnstanua	187,319,556
Purchases of investments	(131,934,831)	(42,064,741)	on the last someon	(173,999,572)
Proceeds from sale of fixed assets	4,015	A LONG TO MANAGEMENT OF THE PARTY OF THE PAR	S. S	4,015
Purchases of fixed assets	(403,191)	interest throughout the contract to	to all places and the second	(403,191)
Payment of loans to affiliates	805,094	Andrew State and The State and	THE RESIDENCE S IN	805,094
Loans to affiliates	(780,758)	Contractivation of the Contractive of		(780,758)
let Cash Provided by Investing Activities	8,144,803	4,800,341	ANCIENT BUT ISSUED AND ANCIENT BUT	12,945,144
Cook Floure Described by (Head in) Financing Activities				in corne designation
ash Flows Provided by (Used in) Financing Activities	105.000			40= 000
Loans	185,000	and the state of the state of the		185,000
Payments on loans	(2,024,970)		-	(2,024,970)
let Cash Used in Financing Activities	(1,839,970)	112 mention being a least	• 10	(1,839,970)
ffect of Exchange Rate Changes on Cash	(2,189,990)	to ment in him his establishment	Licing Constant	(2,189,990)
let Increase in Cash	448,821	717,652	13,123	1,179,596
ash at Beginning of Year	4,277,588	190,555	6,481	4,474,624
ash at End of Year	\$ 4,726,409	\$ 908,207 \$		\$ 5.654,220
uon at Linu of Tear	4,720,409	\$ 908,207	19,004	Φ 0,004,220

International Brotherhood of Teamsters Consolidated Statement of Cash Flows —continued

YEAR ENDED DECEMBER 31, 1996	7	CEMERAL SENIO					
(818 900 2 (18 808) 2 (18 800 T) 2	18	GENERAL FUND	SPEC	IAL ORGANIZING FUND	[DEFENSE FUND	TOTAL ALL FUNDS
Reconciliation of Decrease in Net Assets to Net Cash							
from Operating Activities							
Decrease in net assets	\$	(8,016,362)	\$	(5,521,176)	\$	(604,181) \$	(14,141,719)
Unrealized loss on investments		705,222		137,870		tion of registrating inter	843,092
Net gain on sale of fixed assets		(1,354)		END PRIMA BITTON		und to a verifix a estial	(1,354)
Net gain on sale of investments		(190,994)				CONTRACTOR OF THE PARTY OF THE	(190,994)
Net amortization of investment (discounts) premiums		(1,914,491)		45,195		direction forms or the first freeze and	(1,869,296)
Bad debt expense exclusive of loans receivable write-offs		15,435		The second second		recommendation start out	15,435
Depreciation expense		1,778,542				THOMAS OF THE COST	1,778,542
Net loss (gain) from effect of exchange rate changes		326,680		(266,691)		asinomeyr	59,989
Decrease in due from other funds		37,237		omotri in		crease) in accreations	37,237
Decrease in due from conferences		5,728		-		292008	5,728
Increase in accounts receivable		(593,985)				A PART OF THE PART	(593,985)
Decrease in inventories		103,995		SCHOOL STREET		accounts physicis, such	103,995
(Increase) decrease in accrued investment income		(195,766)		74,724		(52)	(121,094)
Increase in deposits		(12,076)		A MANAGE AND A STATE OF THE PARTY OF THE PAR		netransiani formatina	(12,076)
Decrease in prepaid expenses		223,104		Thoras Financia		the fron Spacial Gross	223,104
Increase in accounts payable, accrued expenses and withholding		3,314,913		*11000		nd resulting from open	3,314,913
Decrease in The Teamster Affiliates Pension Fund liability		(2,552,788)		brail (enterna) o		thous vended mont bloom	(2,552,788)
Increase in Retirement and Family Protection Plan liability		2,979,683				whythe problem we	2,979,683
Increase in postretirement benefit obligation		2,386,000		0.00000		Provided by Obereta	2,386,000
Increase in due from Special Organizing Fund/due to							
General Fund resulting from operating activity		(1,447,389)		1,447,389			8.00
Increase in due from Defense Fund/due to General Fund							
resulting from operating activity		(617,356)				617,356	U CHUMH RALL
Net Cash (Used in) Provided by Operating Activities	\$	(3,666,022)	\$	(4,082,689)	\$	13,123 \$	(7,735,588)

The accompanying notes are an integral part of this statement.

International Brotherhood of Teamsters Notes to Consolidated Financial Statements

DECEMBER 31, 1997 AND 1996 NOTE A—SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The International Brotherhood of Teamsters (the International Union) is one of the largest labor unions in North America with a membership representing a variety of industries and trades. This summary of significant accounting policies of the International Union is presented to assist in understanding the International Union's consolidated financial statements. The financial statements and notes are representations of the International Union's management, which is responsible for their integrity and objectivity.

Basis of Presentation

The financial statements of the International Brotherhood of Teamsters have been prepared on the accrual basis of accounting.

Basis of Consolidation

The consolidated financial statements include the accounts of the International Brotherhood of Teamsters and its subsidiary, the Teamsters' National Headquarters Building Corporation. All inter-organization accounts and transactions have been eliminated.

Teamsters Retiree Housing Corporation, a subsidiary of the International Union in 1996, was dissolved in November 1997 and its net assets transferred to the International Union.

Depreciation

Land, building, improvements and equipment are carried at cost. Depreciation is provided on the straight-line basis over the following estimated useful lives:

	Estimated Lives
Building and improvements	6-50 years
Other real estate	20 years
Data processing equipment	9-10 years
Office equipment and capitalized software	5-10 years
Furniture and fixtures	6-10 years
Automobiles	3 years

Maintenance and repairs which neither materially add to the value of the property nor appreciably prolong its life are charged to expense as incurred.

In compliance with Statement of Financial Accounting Standards (SFAS) No. 43, "Accounting for Compensated Absences," the International Union has established a \$1,840,000 liability representing accumulated future absences of its employees through the year ended December 31, 1997.

Using Estimates in Preparing Financial Statements

In preparing financial statements in conformity with generally accepted accounting principles, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and revenue and expenses during the reporting period. Actual results could differ from those estimates.

Income Taxes

The International Union is exempt from federal income tax under Section 501(c)(5) of the Internal Revenue Code. Accordingly, no provision for federal income

Statement of Cash Flows

For purposes of the statement of cash flows, the International Union considers all demand deposit bank accounts subject to immediate withdrawal and highly liquid debt instruments purchased with a maturity of three months or less to be cash equivalents.

NOTE B—SPECIAL ORGANIZING FUND

Effective May 1, 1992, the General Executive Board approved the establishment of a Special Organizing Fund to organize and recruit new members. The fund was initially established with \$11,069,532 of net proceeds from sale of General Fund aircraft and other fixed assets, and the designation of \$15,000,000 from General Fund reserves and \$667,859 from the Public Employee Assistance Fund.

NOTE C-DEFENSE FUND

The Defense Fund was created in 1969 to segregate monies designated for payment of out-of-work benefits to members on strike.

In 1991, delegates to the I.B.T. Convention voted to increase weekly strike benefits from \$45 or \$55 per week to \$200 per week. However, no mechanism was established

International Brotherhood of Teamsters Notes to Consolidated Financial Statements

DECEMBER 31, 1997 AND 1996

NOTE C—DEFENSE FUND—Continued

to pay for the increased strike benefits. The new rates became effective in July 1991, and average monthly payments increased significantly. In addition, the International Union paid approximately \$30 million in out-of-work benefits to members involved in the National Master Freight strike in April 1994. As a result, the net assets had been reduced to a deficit of \$15,436,607 at December 31, 1994, and the fund became fully depleted during the year then ended. The deficit was funded, in part, by the transfer of loan proceeds, which were obtained by the International Union as discussed in Note K. Effective June 1, 1994, the International Union ceased paying out-of-work benefits from the Defense Fund. In 1995, the General Executive Board approved the establishment of the Strike Benefit Assistance Program to provide assistance to members out of work as a result of a strike or lock-out at a rate of \$55 per week, effective September 1, 1995. Benefits under this program are being paid from the General Fund.

NOTE D—ACCOUNTS RECEIVABLE

Accounts receivable at December 31, consist of the following:

CANDE HELLER TO THE PARTY OF TH	1997	3	1996
Per capita and initiation fees \$	6,999,026	\$	7,108,782
Unsecured notes receivable	1,668,837		1,218,723
Non-interest bearing loans receivable	1,565,657		1,014,232
Grant receivable	920,195		1,734,391
Advances to Teamsters Retiree			
Housing Projects	And the second		11,198
Occupancy cost receivable	10.5% or 1552-		8,658
Trade receivables	410,736		303,979
Travel advances	16,554	ate because	14,117
	11,581,005		11,414,080
ess allowance for doubtful accounts	(2,756,821)	-	(1,870,123)
-defendance for an agent of the same \$	8,824,184	\$	9,543,957

NOTE E-INVESTMENTS

Investments consist of debt and equity securities and are recorded at fair market value. Fair market value is determined based on quoted market prices.

Investments consist of the following at December 31:

	1997				noth	1996					
And the second second		Cost		Market Value		Cost	Mon 30	Market Value			
General Fund	45		07	THE DEALERS	on.	CONTRACTO	ne	1 2700			
Commercial paper	\$	18,319,533	\$	18,319,656	\$	9,532,168	\$	9,532,285			
Common stock		5,833		60,300		5,833		1,040			
Corporate bonds		499,219		503,750		499,110		482,500			
Municipal bonds		30,199		36,000		THOUSE THE		ownso.			
Government agency											
securities		24,857,902		24,818,390		35,796,198		35,462,967			
Mutual funds		249,153		249,480		235,035		235,368			
Preferred stock		1		1		1		211			
U.S. Treasury											
securities		1,997,437		2,085,620	li di	5,992,772	103	6,245,000			
Total General Fund								MANE YEARS OF			
investments	\$	45,959,277	\$	46,073,197	\$	52,061,117	\$	51,959,371			
Special Organizing Fund											
Commercial paper	\$	398,239	\$	398,240	\$	1,974,287	\$	1,974,142			
Common stock	_	146,197		267,786		135,969	MIN TO	185,766			
Corporate bonds		-				1,000,000		1,002,100			
Foreign bonds and								.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			
securities		1000151116		EN MINISTER		art amore an		Yallari -			
Government agency											
securities	_	5,269,140		5,252,697		10,257,353	ula	10,187,363			
Total Special Organizing											
Fund investments	\$	5,813,576	\$	5,918,723	\$	13,367,609	\$	13,349,371			
Total investments		51,772,853	\$	51,991,920	\$	65,428,726	\$	65,308,742			

Investment income consists of the following for the year ended December 31:

Called the second state of	1997								
	General Fund		Special Organizing Fund		Defense Fund		Total		
Investment income \$ Unrealized gain on investments recorded	3,804,729	\$	746,034	\$	1,615	\$	4,552,378		
at fair market value	215,665	t	123,384	1/4	1	bes	339,049		
Total investment income §	4,020,394	\$	869,418	\$	1,615	\$	4,891,427		
			10	000					

of the Labolistancia while	anthusia in		19	996		
	General Fund		Special Organizing Fund		Defense Fund	Total
Investment income \$ Unrealized loss on investments recorded	4,124,223	\$	1,143,961	\$	625	\$ 5,268,809
at fair market value	(705,222)	7107	(137,870)	WE BY		(843,092)
Total investment income <u>\$</u>	3,419,001	\$	1,006,091	\$	625	\$ 4,425,717

NOTE F—INVESTMENTS IN FIRST TRUST NOTES

The International Union provided loans to affiliated local unions for purchase or development of real estate. Such loans are secured by the real estate and are carried at unpaid principal balance less allowance for uncollectible accounts.

The carrying value of the loans at December 31, 1997 and 1996, was \$5,530,708 and \$4,600,343, respectively.

NOTE G-FIXED ASSETS

Fixed assets at December 31, consist of the following

		1997		1996
Data processing equipment	\$	14,239,722	\$	14,239,722
Headquarters building		12,330,701		12,331,682
Office equipment		3,742,376		3,492,805
Furniture and fixtures		2,216,515		2,218,959
Other real estate		798,827		798,827
Land headquarters		794,117		794,117
Land—other locations		104,000		104,000
Automobiles		113,633		130,895
Capitalized software	1	1,184,982	New York	1,184,982
		35,524,873		35,295,989
Less: Accumulated depreciation	100	(26,611,713)		(25,418,063)
\$	100	8,913,160	\$	9,877,926

Depreciation expense for the years ended December 31, 1997 and 1996, totaled \$1,276,240 and \$1,778,542, respectively.

NOTE H—THE TEAMSTER AFFILIATES PENSION FUND

The Teamster Affiliates Pension Fund, established pursuant to the 1961 International Convention, provides defined benefits to eligible officers and employees of the International Union's affiliates. The International Brotherhood of Teamsters reports in accordance with Statement of Financial Accounting Standards No. 87, "Employer's Accounting for Pensions." Contributions to the Fund are made by the International Union based on the advice of consulting actuaries.

On October 31, 1994, the General Executive Board elected to curtail the plan effective December 31, 1994, thus freezing benefits for most participants at the current accumulated level. The curtailment resulted in a gain of \$12,460,064 as of December 31, 1994. The plan was amended in 1995 to allow the affiliated local unions to contribute on behalf of their members, beginning January 1, 1995. For participants whose local unions are contributing, benefits have not been frozen.

As discussed in Note M, in 1997, the Eastern Conference of Teamsters Retirement Plan was merged with the Teamster Affiliates Pension Fund. The combined benefit obligation and pension costs for both plans have been reflected as of December 31, 1997.

The following information is from the calculations as of December 31, 1997 and 1996, prepared by The Segal Company, as disclosed in its reports.

International Brotherhood of Teamsters Notes to Consolidated Financial Statements

DECEMBER 31, 1997 AND 1996

NOTE H—THE TEAMSTER AFFILIATES PENSION FUND—Continued

Net periodic pension cost for the year ended December 31, is as follows:

	1997		1996
Service cost, including assumed operating expenses of \$1,300,000	\$ 5,221,328	\$	5,357,786
Interest cost on projected benefit obligation	38,442,381		38,286,986
Actual return on plan assets	(111,146,907)		(71,460,932)
Net amortization and deferral	62,922,099		25,263,372
Other	242,715	30,000	- Investments
Net periodic pension gain	\$ (4,318,384)	\$	(2,552,788)

The Plan's funded status and the accrued pension costs at December 31, are as follows:

Actuarial present value of benefit obligation:

		1997		1996
Vested benefits	\$	(526,872,940)	\$	(511,143,633)
Non-vested benefits	E81,1—	(11,487,036)		(14,039,024)
Accumulated benefit obligation		(538,359,976)		(525,182,657)
Effect of anticipated future salary increases and other events		(14,238,421)	autoni Leananni	(9,637,546)
Projected benefit obligation		(552,598,397)		(534,820,203)
Fair value of plan assets	Manus of	648,383,609	intlying eastern	581,967,005
Funded status		95,785,212		47,146,802
Unrecognized transition obligation	n (asse	t) (23,710,645)		(27,097,879)
Unrecognized net (gain) loss		(97,791,926)		(48,253,911)
Unrecognized prior service cost		(103,827)	22/1/10	(104,884)
Accrued pension costs at				
December 31,	\$	(25,821,186)	\$	(28,309,872)

The unrecognized net gain represents cumulative investment gains in excess of 10% of the greater of the projected benefit obligation or the market-related value of the plan assets. The gain is amortized over the average remaining service period of the plan participants.

When the International Union first adopted SFAS No. 87, a net asset was established to the extent plan assets exceeded the projected benefit obligations. The transition asset is amortized over a 15-year period.

The discount rate used in determining the actuarial present value of the projected benefit obligation was 7.00% and 7.25% for 1997 and 1996, respectively. For 1997 and 1996, the expected long-term rate of return on plan assets was 8%, and the assumed rate of increase in compensation levels was 6%. The assumed rate of increase in the Internal Revenue Code Section 415 limit was 4.5% for both 1997 and 1996. The cumulative unrecognized gain is amortized by equal principal payments over the average remaining service period.

NOTE I—RETIREMENT AND FAMILY PROTECTION PLAN

The International Union has a defined benefit pension plan that covers the employees of the International Union and the Building Corporation (a wholly owned subsidiary). The benefits are based on years of service, compensation and initial employment date. The International Union pays the full cost of the Plan and annually, based on the advice of consulting actuaries, determines the amount, if any, to contribute to the Retirement and Family Protection Plan.

The following information for the Family Plan is from the calculations as of December 31, 1997 and 1996, prepared by The Segal Company, as disclosed in its reports.

Net periodic pension cost for the year ended December 31, is as follows:

12,480,081 ps. attitus campbon att 1994	oun of 5	1997		1996
Service cost, including assumed operating expenses of \$200,0		n 1985 to allow the beginning Language	mended	is zisvičnyliperi) n viski bodraniac
in both 1997 and 1996	\$	5,310,373	\$	5,350,734
Interest cost on projected bene	fit obligati	on 3,824,149		3,690,930
Actual return on plan assets	er singer be	(7,608,557)		(5,078,878)
Net amortization and deferral	nobelty pie	1,631,075	stelhi pe	(983,103)
Net periodic pension cost	\$	3,157,040	\$	2,979,683

The Plan's funded status and the accrued pension costs at December 31, are as follows:

Actuarial present value of benefit obligation:

		1997		1996
Vested benefits	\$	(38,090,732)	\$	(36,343,982)
Non-vested benefits	arm 1998	(1,841,583)	a COLBEA	(1,775,826)
Accumulated benefit obligation		(39,932,315)		(38,119,808)
Effect of anticipated future salary increases and other events		(19,764,315)		(16,352,526)
Management and selections	ro-Sept	palls Jeev res	322 to en	TIS IS THOSE AND
Projected benefit obligation		(59,696,630)		(54,472,334)
Fair value of plan assets	_	55,534,831	THUOC	55,373,285
Funded status		(4,161,799)		900,951
Unrecognized transition obligation	(asset	(7,713,582)		(9,641,977)
Unrecognized net (gain) or loss		(2,928,508)		(3,076,610)
Unrecognized prior service cost	-	935,570	MASO TO	1,106,357
Accrued pension costs at				
December 31, \$	_	(13,868,319)	\$	(10,711,279)

The unrecognized net gain represents cumulative investment gains in excess of 10% of the greater of the projected benefit obligation or the market-related value of the plan assets. The gain is amortized over the average remaining service period of the plan participants.

When the International Union first adopted SFAS No. 87, a net asset was established to the extent plan assets exceeded the projected benefit obligations. The transition asset is amortized over a 15-year period.

The discount rates used in determining the actuarial present value of the projected benefit obligation were 7.00% and 7.25% for 1997 and 1996, respectively. For 1997 and 1996, the expected long-term rate of return on plan assets was 8%, and the assumed rate of increase in compensation levels was 6%. The assumed rate of increase in the Internal Revenue Code Section 415 limit was 4.5% for both 1997 and 1996.

NOTE J—POSTRETIREMENT BENEFITS

Effective January 1, 1992, the International Union adopted Statement of Financial Accounting Standards No. 106 for accounting for postretirement benefit obligations.

The International Union provides for postretirement health and life insurance benefits for those employees retiring after meeting the requirements of a normal pension or becoming disabled and receiving a disability pension. Spouses and dependent children of these retirees are also eligible to participate. In addition, certain spouses and dependent children of deceased active employees are eligible to participate in the plans.

As discussed in Note M, in 1997, members of the International Union's former Eastern and Western Conferences were eligible for postretirement benefits through the International Union. Members' eligibility was made retroactive to June 9, 1996. Actuary calculations for the year ended December 31, 1997, include members of the two former Area Conferences.

The following table sets forth the Plan's combined funded status reconciled with the amount shown in the International Union's statement of financial position at December 31:

	1997		1996
Accumulated postretirement benefit obligation: Current retirees (including spouses) \$ Fully eligible active plan participants Other active plan participants	(13,078,055) (3,472,800) (7,525,400)	\$	(11,801,700) (4,340,000) (7,861,100)
Plan assets at fair value	(24,076,255)	ARTERS.	(24,002,800)
Accumulated postretirement benefit obligation in excess of plan assets	(24,076,255)		(24,002,800)
Unrecognized net gain from past experience different from that assumed and changes in assumptions	(20,864,478)		(18,691,200)
Unrecognized transition obligation	22,011,800	itskimy.	24,141,200
Accrued postretirement benefit cost \$	(22,928,933)	\$	(18,552,800)

International Brotherhood of Teamsters Notes to Consolidated Financial Statements

DECEMBER 31, 1997 AND 1996

NOTE J—POSTRETIREMENT BENEFITS—Continued

The unrecognized transition obligation represents the unfunded actuarial value of the expected postretirement benefits for all service rendered through December 31, 1991, the date of adoption. The total obligation of \$32,188,200 is being expensed over a period of 20 years as elected by the International Union in accordance with Statement of Financial Accounting Standards No. 106.

Net periodic postretirement benefit cost for the years ended December 31, 1997 and 1996, included the following components:

A AGENCY	INCE	1997	1996
Service cost	\$	1,176,400	\$ 1,327,900
Interest cost		1,539,918	1,623,600
Amortization of gain		(1,344,000)	(1,288,500)
Premium payments		(816,487)	(886,400)
		555,831	776,600
Amortization of transition obligation as elected over 20 years	on	1,572,300	1,609,400
Postretirement benefit expense \$		2,128,131	\$ 2,386,000

The service cost is the actuarial present value of the expected postretirement benefit obligation attributed to employee service during the period. The interest cost is the increase in the past service obligation cost during the period.

The assumed health care cost trend rate used to measure the expected cost of benefits covered by the plan was 10.0% and 10.5% in 1997 and 1996, respectively. The assumed trend for future years is a reduction in the rate of .5% each year until the ultimate rate of 5.5% is reached. The weighted-average discount rate used in determining the accumulated postretirement benefit obligation was 7.0% and 7.5% for 1997 and 1996, respectively.

The effect of a 1% increase in the assumed health care cost trend rate on the various components and the accumulated postretirement benefit obligation is as follows:

Component	Effect of 1% in assumed	
Service cost	\$	1,477,700
Interest cost		1,563,800
Accumulated postretirement benefit obligation	tion	25,475,100

NOTE K-LOANS PAYABLE

The International Union received three \$5,000,000 loans in April 1994, each with an interest rate of 6.5%. Interest on the first two loans is payable monthly, beginning June 1, 1994. Monthly principal and interest installments of \$102,192 were due beginning September 1, 1994, through May 1, 1999, for each loan. The loans are collateralized by the International Union's current and future accounts receivable.

The third loan payable the International Union owes to the AFL-CIO is not current as of December 31, 1997. Principal of \$1,500,000 on the third loan was forgiven, and interest payments on the outstanding balance of the loan through February 28, 1996, were also waived. The International Union has requested the AFL-CIO to consider forgiving the remaining outstanding balance of the loan. The AFL-CIO's Executive Council has reviewed the request and has agreed not to demand immediate payment of the loan principal and current interest due. No payments have been made on the loan as of December 31, 1997. No resolution has been finalized to date; therefore, the loan disclosure includes the balance of the loan in loans payable with no set repayment date.

Annual maturities of interest bearing loans payable with fixed payment terms for the years following December 31, 1997, are as follows:

ear ending December 31,	
1998	\$ 6,927,612
1999	1,021,922
	7,949,534
Less interest payable	(163,727)
	\$ 7,785,807

Interest expense for the year ended December 31, 1997, was \$519,526.

NOTE L-EMPLOYEE BENEFIT PLAN

In 1996, the International Union entered into a trust agreement to participate in the Teamsters National 401(k) Savings Plan. Beginning in April 1997, employees of the

International Union who have completed 30 days of service may contribute to the plan through payroll deductions. Participants may contribute up to 15% of their pretax salaries and an additional 5% of aftertax salaries. The International Union, as a Plan sponsor, does not contribute to the plan and assumes no liability for the plan's administrative costs.

NOTE M-AREA CONFERENCES

Effective June 9, 1994, the General Executive Board of the International Union revoked the charters of the four U.S. Area Conferences. In accordance with Article X, Section 13, of the International Union's Constitution, the net assets of the Conferences were held in escrow by the International Union for a two-year period, pending reinstatement or reorganization. The Conferences were not reinstated or reorganized during the two-year period; therefore, in accordance with the Constitution, the net assets of the Conferences were transferred to the International Union's General Fund. The two-year holding period expired June 9, 1996; however, final audits of the Conferences were not finalized until 1998. Assets and liabilities of the Conferences have been transferred to the General Fund and are reflected in the consolidated statement of financial position as of December 31, 1997. Assets consisting primarily of cash and investments totaling approximately \$7.2 million were transferred to the International Union. In addition, the International Union assumed pension liabilities of the members of the former Eastern Conference and postretirement benefits of the former Eastern and Western Conferences. Liabilities assumed totaled approximately \$5.1 million. Net assets of the Conferences as of June 9, 1997, totaling \$2,104,901, have been reflected as an increase in net assets reported in the consolidated statement of activities for the year ended December 31, 1997.

NOTE N—COMMITMENTS AND CONTINGENCIES

The International Union is involved in litigation arising in the normal course of operations. Such litigation includes a \$50,000,000 claim filed by the United Parcel Service (UPS) against the International Union for violation of a no-strike service contract. The International Union has rejected the claim without merit. The U.S. District Court for the District of Columbia has dismissed UPS's damage action under federal labor law principles. In 1995, UPS filed a grievance which an arbitrator dismissed based on UPS's failure to file in a timely manner. However, the original decision of the arbitrator is being reconsidered.

The U.S. Attorney's Office for the Southern District of New York, the U.S. Congress and the International Brotherhood of Teamsters Elections Office are currently conducting investigations of the alleged misuse of the International Union's funds by certain persons in connection with the International Union's 1996 Officer Elections. The 1996 election results have been overturned and a rerun is scheduled for October 1998. The District Court has ordered the International Union to incur the cost of the rerun. On March 30, 1998, the Second Circuit Court of Appeals concluded the government, rather than the International Union, must pay the cost of rerun supervision if the government chooses to have the rerun supervised. The estimated cost of the election is at least \$6,000,000. The cost of previous elections was paid by the U.S. government. The case is currently being appealed and it is not possible to predict the outcome of the case at this time.

The International Union is awaiting a decision from a non-jury trial. The plaintiff, Taylor Milk Company, alleges an International Union agent used coercion to control the outcome of certain events. Over \$2,000,000 in damages is sought in this matter.

It is not possible to predict the ultimate liability, if any, arising from these matters. Accordingly, no provision for any liability that may result upon adjudication has been made in the accompanying financial statements.

CANDIDATE CAMPAIGN MATERIAL

for

The 1996 International Officer Rerun Election

ATTENTION ALL TEAMSTERS!

A Message from Michael G. Cherkasky, Election Officer

Article VII, Section 10 of the *Rules for the 1995-1996 IBT International Union Delegate and Officer Election ("Rules")* permits candidates who have been nominated for International office to have campaign literature of their choice published in this issue of The Teamster. The Election Officer is affording the same right in the Rerun Election. Each nominated candidate will receive space in the magazine based upon the position sought (e.g. General President, 1 page; General Secretary-Treasurer, 3/4 page, International Vice President, 1/2 page, Trustee, 1/4 page).

The purpose of this rule is to promote fair, honest and open elections.

The ideas expressed in these materials are solely those of the nominated candidates. They do not reflect, in any way, the views of the International Brotherhood of Teamsters ("IBT"), any affiliated Unions, or the Election Officer. Nor did the IBT or the Election Officer alter any of these candidate materials. They come directly from the candidates to Teamster members.

The *Rules* provide that materials from slates appear first before materials of individual candidates. The order of the slates and individual candidates was determined by lot.

Nominated candidates will have a similar opportunity to publish campaign literature in the special election edition of *The Teamster* magazine.

Michael G. Cherkasky Election Officer

Teamster Rank & File POWER

Tom. Leedham

A Real Teamster For Real Rank & File Power

om Leedham is the reform candidate running against Hoffa Jr. for General President of the Teamsters Union.

Tom Leedham has walked in our shoes.

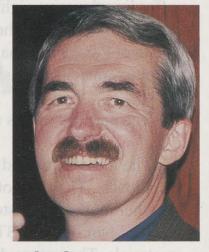
He first went to work as a rank-and-file warehouse worker 21 years ago. He knows what it means to have a boss breathing down your neck while you throw 40,000 pounds of freight in a single shift.

Tom Leedham has built rank-and-file power.

Fed up with weak contracts, he organized his co-workers to elect new local union leadership.

In 1986, Leedham was elected to lead Teamsters Local 206 in Portland, Oregon.

The 4,000-member local covers UPS, freight, warehouse, delivery drivers, sanitation, health care, public employees, and other kinds of work.





Tom Leedham has negotiated strong contracts.

Leedham has eliminated contract provisions he inherited that paid Teamsters different wage rates for the same work.

He also brought back retiree health coverage that the previous local leadership had given away.

In 1989 and 1994, he led successful strikes against the grocery chain Fred Meyer that stopped the company from gutting workers' rights and benefits.

As Director of the Teamsters' 400,000-member Warehouse Division, Leedham negotiated the first national master contract in the grocery industry.

Tom Leedham has stood up to corrupt officials.

When he took over as head of Local 206, Leedham cut his own salary and put the local's finances in order. In 1994, he spearheaded a successful drive to dismantle the Teamster area conferences, an unnecessary layer of union bureaucracy that provided extra salaries and pensions to dozens of top Teamster officials. The move saved Teamster local unions more than \$11 million per year.

Reform candidate Tom Leedham will make our union a fighting force for working families —not a country club for top officials.

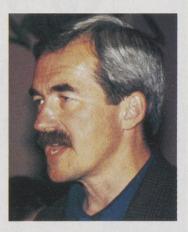


Tom Leedham Slate



Tom Leedham Guarantees...

"The First 10 Reforms I'll Make When I'm Teamsters General President"



Ask Hoffa Jr. To Take The Same Pledge!

- Fight for better contracts using rank-and-file power and community support like we did in the UPS strike last year.
- 2 Include rank-and-file members on all national negotiating committees and grievance panels together with our best, experienced leaders.
- Set up rank-and-file committees to watchdog Teamster pension and health funds with help from experienced financial analysts.
- 4 Stop handing over money to politicians.

Instead, use rallies, phone banks, mailings, and other rank-and-file action to put heat on *all* public officials on issues working families care about.

5 Build Teamsters' bargaining power by helping non-union workers organize, using rank-and-file volunteer organizing committees along with experienced union staff.

- **Fight corruption by strengthening rank-and-file democracy.** Increase rank-and-file participation in the Teamsters Ethical Practices Committee and in temporary trusteeships.
- Guarantee members' right to know and to speak out. Provide union education programs to rank-and-file members, as well as officers and stewards. Continue the Teamster Magazine's "Speaking Out" section and other forums for debate and dissent.
- Bring officers' salaries in line with working Teamsters. No multiple salaries from locals or joint councils for anyone hired by the International Union.
 - **Strengthen the Teamsters Human Rights Commission** to fight discrimination and involve *all*Teamsters in building a strong union.
 - 10 Guarantee no increase in dues by the International Union without a membership vote.





No Mud. No Smears. Just The Facts

About Hoffa Jr...



Hoffa Jr. has been a lawyer for employers.

For example, in 1993 he was a lawyer for Embassy Suites, an anti-union hotel chain, against a union member in Detroit.1

Hoffa Jr. admits he was partners with the most corrupt mob boss in Teamster history.

He admitted on CNN (November 10, 1996) that he was a business partner with Allen Dorfman, the Mafia boss who ripped off Teamster pension money for the



Hoffa Jr. was paid by officials who stole pension money.

While he was counsel for the Michigan Teamsters Health and Welfare Fund, officials there were convicted of taking

\$460,000 in kickbacks. Fund trustees were forced to repay \$750,000 spent for nude dancing entertainment, golf outings, and luxury cars.3

Hoffa Jr.'s campaign has taken money from employers.

The independent court-appointed Election Officer found that UPS illegally used company funds to support Hoffa Jr. and that a UPS lobbyist contributed to his campaign.

The Election Officer also found that Hoffa Jr. hid the fact that he took \$167,675 from another employer.4



Hoffa Jr. has never made a living as a rank-and-file Teamster.

He's never been a steward or elected leader. He's never negotiated a contract.



- 1. Ginn v. WR Southfield Assoc., Embassy Suites et. al., U.S. District Court for the Eastern District of Michigan, Civil Docket #91-CV-75524.

 2. CNN Presents, November 10, 1996.

 3. United States v. Wiedyk, 71 F. 3rd 602 (6th Cir. 1995).

 4. Decisions of the Court-Appointed Election Officer, Nov. 4, 1907, and Nov. 15, 1909.
- 1997, and May 15, 1998.

Teamsters deserve better than Hoffa Jr.

The Tom Leedham Slate will fight for Teamster members—not for employers, corrupt officials, and the mob.



Local Officials Who Back Hoffa Jr. Won't Fight for Strong National Union Contracts.

TOM LEEDHAM WILL.

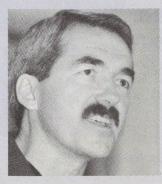
As General President, reform candidate
Tom Leedham will tell local union officials to either
stand up for members' rights or hit the road!

- Make UPS create the 10,000 new fulltime jobs it agreed to, and stop subcontracting once and for all.
- Support the Northwest Airlines flight attendants in their fight for a new contract led by new Local 2000 President Billie Davenport.
- Stand up to the freight companies.

 Hoffa Slate officials had a majority on the

Freight National Negotiating Committee that brought back a new national contract that failed to meet members' needs.

Then, they delayed bonuses and pensions and did nothing to prevent concessions in some supplements.



Tom Leedham will make sure there are rank-and-file Teamsters on all national bargaining committees to fight for better contracts.

■ Take strong action to get Overnite freight workers a contract.

Tom Leedham will unite all freight workers to get a contract at Overnite and then keep rolling to organize the other non-union freight companies.

- Fight for a good new contract in carhaul. Hoffa's old-guard backers have cut back-room deals with the companies to undermine Teamster contracts.
- **Follow through on contract**campaigns like the one at Anheuser-Busch. Hoffa's old-guard local officials who controlled the national negotiating committee talked tough in front of the members, but they shut down the rank-and-file campaign in the breweries and voted behind closed doors for more delays.
- Negotiate more national, regional, and company-wide contracts for Teamsters who don't have them now.



Hoffa Jr. and old guard union officials lost the last two Teamsters International elections—in 1996 and 1991.

As members get the facts about him, he's going to lose again in 1998.

When Members Get The Facts,

Hoffa, Jr.

"I voted for Hoffa Jr. in 1996.
I'm for Tom Leedham now."

"I went for Hoffa because of his famous name, but I found out he's just a front man for greedy officials who don't really care about the members. These officials are telling us to vote for Hoffa, but the members are saying, 'I don't like the way they're running my local. Why should I listen to them?' Tom Leedham is the kind of new union leader we need."



—**Don Van Zandt** Gary Merlino Construction, Local 839, Pasco, Washington





"My local said to vote for Hoffa Jr. and I did. But never again!"

"Now I see that my local officials want Hoffa Jr. because he won't rock the boat, even when locals don't fight for good contracts. I'm supporting the Tom Leedham Slate. I want an International Union that makes our local officials do their job."

—John A. Kabeller UPS, Local 407, Cleveland

"Hoffa Jr. campaigned for candidates in our local's elections. They lost."

"Members of our local don't want to go back to the days of mob influence and being in bed with the bosses. We want leaders who fight for the rank and file. That's the Tom Leedham Slate."

—Gregg Foster Roadway Express, Local 705, Chicago





"My local officials were against Hoffa Jr. last time. Now, they've switched sides, but the members haven't."

"The head of my local campaigned against Hoffa last time. He told us the truth about Hoffa's ties to employers, the mob, and anti-labor politicians. The next thing we know, he's made a deal with Hoffa. He's looking for an opportunity for himself, not what's best for the members. That's a good example of what Hoffa stands for—more power for top officials. Tom Leedham stands for 'Rank & File Power.'"

-Alberto Rivadaneyra UPS, Local 63, Los Angeles

"Tom Leedham has always been a winner in our local union."

"I've worked at Safeway since 1966 and I've known Tom for years. I voted for him all four times he's been re-elected head of our local. Tom knows how hard we work because he's done the work himself. He's turned around our pension and health and welfare funds. He organizes us to win better contracts. He gets us involved to fight back when our rights are violated. Tom works for us—we don't work for him. He's what every union leader should be like."

—Kathy Coon Safeway Warehouse, Local 206, Portland, OR





Want Leaders Who Have Fought for Rank & File Reform?

Check Out the Tom Leedham Slate

The Tom Leedham Slate is made up of Teamsters who have stood up to employers and old-guard officials—and won.

Take a look at what they've done. Compare them to the fat-cat officials on the Hoffa Jr. Slate.

Tom Leedham

Candidate for General President

As a rank-and-file worker, he organized defeat of local leaders who negotiated weak contracts. Involved members to get rid of pay scales that paid Teamsters

different wage rates for the same work. Won back retiree health benefits that past leaders gave away. Led successful campaign to cut off multiple salaries for dozens of top Teamster officials.



Diana Kilmury

At-Large Vice President

National co-chair of Teamsters for a Democratic Union. First woman on Teamsters General Executive Board. Her fight for Teamster reform was the subject of a national television movie, "Mother Trucker," in 1996.



John McCormick

Candidate for General Secretary-

Helped lead the reform slate that defeated Hoffa-backed, corrupt, oldguard officials in the largest UPS local in our union.



John Riojas

At-Large Vice President

A nationally recognized spokesman against the NAFTA trade deal and its trucking provisions. A former package car driver and a member of the UPS national negotiating committee.



Billie Davenport

Candidate for At-Large Vice President Led the reform slate that defeated oldguard Hoffa backers in the 11,000member local union that represents Northwest Airlines flight attendants.



Willie Smith

Candidate for At-Large Vice President A freight driver for 28 years. When oldguard officials failed to protect his right to refuse to drive when fatigued, he took his case to federal court and won. Elected

on a reform slate as a local leader.







Doug Webber

Candidate for At-Large Vice President When carhaul companies tried to weaken Teamster job security in 1995 he helped coordinate a successful rankand-file strike victory. Led campaigns that helped non-union QAT drivers organize to become Teamsters.

Rick Dade

Candidate for Eastern Region Vice President

Led a rank-and-file action committee that was key to winning lifetime job security for grocery drivers and warehouse workers. Then elected local union president on a reform slate.



Tom Gilmartin Eastern Region Vice President



Led rank-and-file rallies in 17 cities to win full-time pay and benefits for parttime workers at Avis Rent-A-Car. Led a successful nationwide strike against Hertz Rent-A-Car to win improved health and welfare benefits for Teamsters.

Eddie Kornegay

Candidate for Eastern Region Vice President

A Vietnam veteran, he became a rankand-file Teamster in 1965 and got active in building a strong union. He steadily rose to positions of leadership, first as a steward and today as President of Local 922 and Joint Council 55, and an elected International Trustee.



Doug Mims

Southern Region Vice President Led effort to reform his Atlanta local, exposing ballot-box fraud by old-guard officials. A Teamster for 35 years, most as a road driver.

Mike McGowan Candidate for Southern Region Vice President

Helped defeat officers of his local after they opposed rank-and-file reform. Served as a coordinator for the 1997 UPS contract campaign in four states.



Bob Hasegawa

Candidate for Western Region Vice President



First Teamster job was as a UPS parttimer. Joined with other reformers to defeat old-guard local officers in three straight elections. Heads a model local in which good contracts and strong representation come first.

Ken Mee

Western Region Vice President

Helped lead the fight against the NAFTA trade deal in California, organizing more than 100 rank-and-file rallies across the state. Served on the past two carhaul national negotiating committees.





Maria Martinez Candidate for Western Region Vice

When her local union refused to protect Teamsters from injuries on the job, she organized 400 of her coworkers to storm a local union meeting and win the right to elect stewards.



Candidate for International Trustee Because of his proven organizing skills, Ron Carey put him in charge of working

with locals and rank-and-file members to set up the 1997 UPS contract campaign.





Kim Shanahan

Candidate for International Trustee

A rank-and-file Teamster who has worked for National Car Rental for 14 years, serving on the negotiating committee

in 1994 and 1997. Served

as delegate to the Teamsters 1996 convention where she spoke for union reform.





Canadian Teamsters To Decide Their Future

Hoffa Jr.

Says Decisions About Canada Should Be Made in Washington, DC!

Hoffa Jr.'s slate blocked the 1996 International Union



Convention from giving Canadian Teamsters more democratic rights within our union.

Tom Leedham Supports Democracy For Canadian Teamsters

Reform candidate Tom Leedham voted at the 1996 International Union

Convention to *support* the Canadian Sovereignty Amendments that would provide autonomy within the International Union.

With Tom Leedham as General President, U.S. and Canadian Teamsters will work as equals on issues like the NAFTA "free trade" deal and bargaining strategies to deal with global employers.



Join The Tom Leedham Slate's Campaign for Rank & File Power

I want to help build a strong, democratic Teamsters Union.

The Tom Leedham "Rank & File Power" Slate's campaign is funded only by contributions from Teamster members.

Contributions like those Hoffa Jr. has taken from UPS and other employers will not be accepted!

Note: You must be an active Teamster member.

MEMBER'S NAME	TEAL	MSTER LOCAL #	
ADDRESS	CITY	STATE	ZIP
PHONE	SOCIAL SECURITY # (FOR ELECT	TION OFFICER USE ONLY)	d International Tr

Please mail your check to: Tom Leedham Campaign • P.O. Box 15877 • Washington, DC 20003

Thank you for your support.

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WANTED



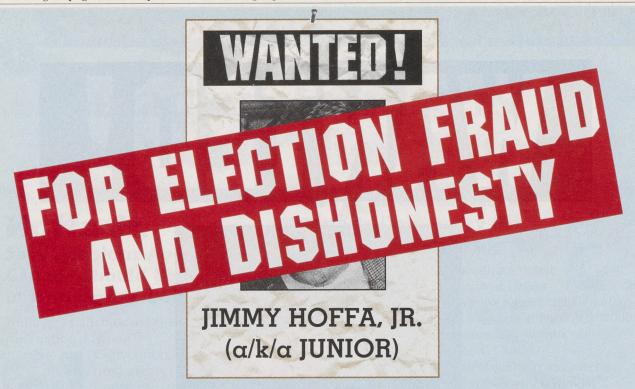
JIMMY HOFFA, JR.

(a/k/a JUNIOR)

Height: 5'8" standing, 4'2" in his usual position on his knees
Weight: 232 without shoes, 302 with all his father's money in his pocket
Eyes: Beady and short-sighted

Reach: In the pockets of Teamsters members

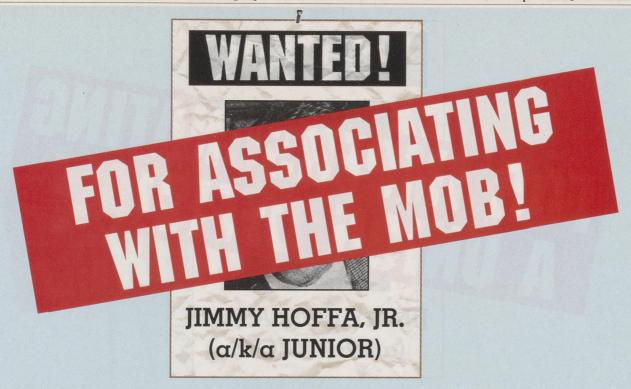
APPROACH WITH EXTREME CAUTION!
CONSIDERED INEXPERIENCED AND USELESS!



The Election Officer found Junior Hoffa GUILTY of the following Election Rules violations:

- Junior Hoffa instructed his accountant to falsify campaign contribution reports.
- Junior Hoffa lied to the Election Officer about his role in misreporting campaign contributions.
- Junior Hoffa accepted illegal contributions totalling \$167,000 from his campaign strategist and Lyndon LaRouche devotee, Richard Leebove.
- Junior Hoffa failed to report over \$43,000 in contributions from 194 contributors.
- Junior Hoffa employed a convicted felon to work on his New York campaign, and then tried to conceal his work by issuing paychecks to the felon's wife.
- Junior Hoffa paid fines of almost \$200,000 for his Election Rules violations.

Sounds familiar, right? Like father, like son. The election for General President is about trust and integrity — two traditional qualities Junior Hoffa does not have. We've had enough of the Hoffa tradition.

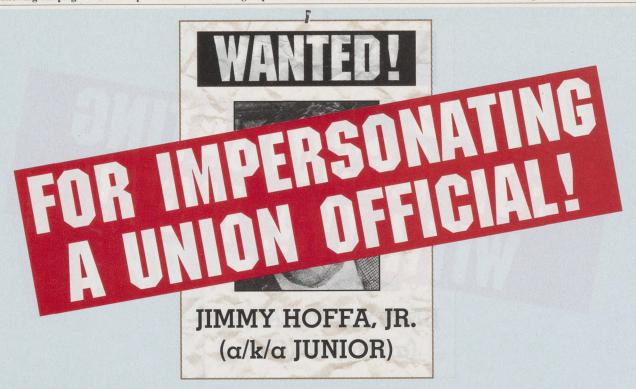


Jimmy Hoffa Sr. became infamous for his close and deadly relationship with organized crime figures.

Under his watch, the Mob looted the Central States Pension Fund to build casinos and line the pockets of criminals, large and small. Junior Hoffa has not strayed too far from his roots. Consider:

- Junior Hoffa was business partners with Allen Dorfman, the best-known and most notorious crook in the annals
 of the Teamsters Union. Dorfman received millions from the Teamsters and his estate was ordered to pay \$6.4
 million back to Teamsters Funds after Dorfman was gunned down in a gangland slaying.
- Junior Hoffa acted as a go-between with his father and several top mob bosses, including "Fat Tony" Giacalone and "Tony Pro" Provenzano. FBI records labeled Junior Hoffa a "bagman" for Detroit Locals.
- Junior Hoffa received thousands of dollars in wedding gifts from top mob bosses, including Santo Trafficante & Carlos Marcellos.
- Junior Hoffa inherited millions of dollars from his father's mob-tainted fortune, including property, cash & pension settlements.
- Junior Hoffa served as the attorney for the Michigan Conference of Teamsters Welfare Fund, whose Executive Director was sentenced to 2 years in prison for taking \$458,000 in kickbacks. The Department of Labor had to sue the Fund to stop excessive spending, partying and travel by Fund representatives.

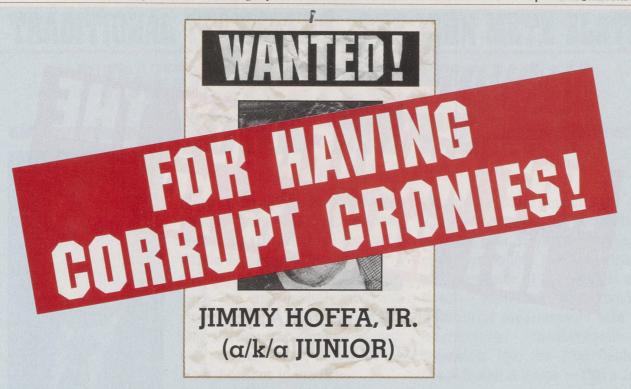
In the last six years, the Teamsters kicked the mob out of the union. Don't let them back in.



Junior Hoffa wants to be the next General President of the International Brotherhood of Teamsters. But, like so many of his associates, he has a record...and it isn't a good one:

- Junior Hoffa has never organized one member.
- Junior Hoffa has never negotiated one contract.
- Junior Hoffa has never led one strike.
- Junior Hoffa has never been a steward.
- Junior Hoffa has never been a business agent.
- Junior Hoffa has never been a union officer.
- Junior Hoffa has never run a local union.
- Junior Hoffa has never made a living as a rank and file member.
- Junior Hoffa is a lawyer.

Junior Hoffa is the employers' choice for General President. But since when do Teamsters do what employers want? We look out for ourselves, and for our families. The employers won't and SHOULDN'T be voting in OUR election.



Wisdom says you can judge a man by the company he keeps. You be the judge of Junior Hoffa and his closest friends and advisers:

BILLY HOGAN — formerly Hoffa's running mate for Secretary-Treasurer before being run out of office for nepotism and corruption.

MICHAEL BANE — a top strategist and contributor to Hoffa, he was convicted of embezzling Union funds and served time in a federal prison.

TOMMY RYAN — a Philadelphia Teamster thrown out of office for mob connections, excessive spending and embezzlement.

MICHAEL CLARK — Hoffa's Philadelphia coordinator is an associate of Ryan and a convicted extortionist. He was also convicted and served time for threatening a federal witness on behalf of mob figure "Mad Dog" DiPasquale.

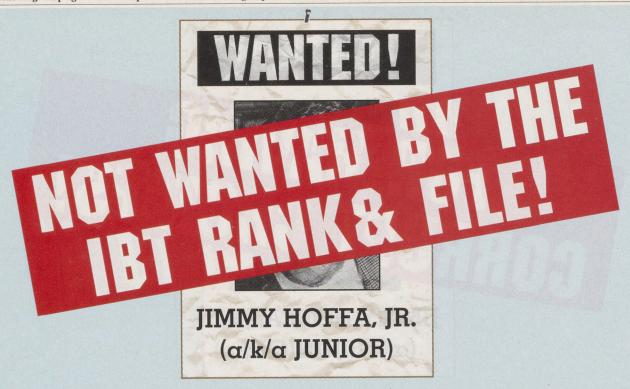
FRANK WSOL —Chicago Teamsters boss expelled from the Union for blackballing a rank and file member. Hoffa forces had him reinstated at the 1996 Convention.

GEORGE VITALE — Former president of Local 283 with a history of corruption, convicted of embezzling Union funds and accepting kickbacks from employers. Vitale now is a chief spokesman for Earl Scheib's, a low paying anti-Teamster employer.

T.C. STONE — Texas Teamsters boss coordinated embezzlement of \$58,000 from his local to be funnelled into Hoffa/Stone campaign treasury.

KEVIN CURRIE — Hoffa's New York coordinator is a convicted felon. Hoffa made payments to Currie's wife to avoid revealing Currie's employers.

Junior Hoffa and his cronies have a shameful history of ripping off Teamsters members. You can be sure he will take care of his friends if he gets in office. This is another Hoffa tradition we don't want.



Junior Hoffa broke the Election Rules. He has documented ties to organized crime figures. He has no experience as a union leader. He has never worked in the craft.

He is associated with a band of expelled and disgraced former union officials, who crave to return to power. He has a history of being pro-employer and anti-worker. Junior Hoffa has not earned and does not deserve to be General President of our great International Union. We can not afford to turn back the clock to the days before democratic reform.

Need proof? Look at the way Junior's been handling the continuing Detroit News/Free Press strike. More than 1300 valiant workers have been on strike for three years right in Junior's hometown — and he has done NOTHING to help them. These workers are in the fight of their lives, a fight that will impact labor-management relations throughout the country — but Junior ignores their struggle.

The only time Junior even referred to the strike was to push his own campaign by criticizing the IBT and the strike's leaders. As Teamsters from around the country, especially the Pennsylvania Conference of Teamsters, send in 1,040 tons of food so far, Junior questions how much the pickets are receiving in strike benefits! If Junior won't support Teamster brothers and sisters in his own backyard, what is he going to do for Teamsters across the U.S. and Canada?

One thing he certainly won't do is negotiate any national contracts, because the UPS & National Master Freight contracts won't expire until after the next General President's term. Hoffa supporters on the Freight Negotiating Committee engineered a 5-year contract with no increases in some years. They also gave the employers day before, day after language that could result in freight members losing holiday pay. No increases & givebacks — this is what you can expect from a Hoffa administration. In three years Junior can weaken the IBT so much, no industry will be able to strike for a good contract!

NOT HOFFA - NOT NOW, NOT EVER!

NAL TEAMSTERS...THE JOHN METZ SLATI

TRIED...TESTED...TOUGH!

HNMETZ



FOR GENERAL PRESIDENT

More than 300,000 Teamsters already know and respect John Metz. the Director of the IBT's Public Employees Division, as a visionary leader with the experience to successfully manage change. Under John's leadership this division has doubled in size. and now represents nearly all job classifications in the IBT. Principal Officer of Local 610,

President of Joint Council #13. delegate to all seven IBT conventions over the past 35 years, member of countless panels and committees. and negotiator of hundreds of contracts — John Metz has the breadth & depth of experience to take the International Brotherhood Teamsters into the 21st Century. Tried, tested & tough — that's John Metz!

TOM SEVER

FOR GENERAL SECRETARY-TREASURER

A Teamster for 40 years, Tom Sever has served as General Secretary-Treasurer since his election in 1991. He first joined Teamsters Local 30 in Jeannette, PA in 1958 as an employee of Helms Express (which later became Ryder/PIE Nationwide) and, like John Metz, Tom worked his way up the ranks as a Steward, Trustee, Business Agent, President & Principal Officer.

True to the spirit of democratic reform, Tom has opened the doors of the International to any Local Union Officer or individual member with a problem or concern, and has worked tirelessly to further the best interests of Teamster members throughout the United States and Canada.

FOR VICE PRESIDENTS AT-LARGE



JACK COX LOCAL 572 LONG BEACH CA

- · Current IBT International Vice President
- · Principal Officer, Local
- · Teamster for 35 years



BILL BOUNDS

LOCAL 26 DANVILLE, IL · Principal Officer,

- Local 26 · Teamster 40+ years.
- Former Pres. JC #65 & Illinois Conference



ERNIE CANELLI

LOCAL 714 CHICAGO, IL

- · Intl. Rep., Public
- **Employee Division** · Former Business Agent Local 340
- · Teamster for 22 years



SERGIO LOPEZ

LOCAL 912 WATSONVILLE, CA

- · Teamster for 25+ years · Current Intl. Trustee &
- Member, IBT Human Rights Comm.
- · Principal Officer, Local 912 & Trustee, J.C. #7



JOHN GREEN LOCAL 50

BELLEVILLE, IL · Principal Officer,

- Local 50 • Teamster 30+ years
- · Chairman, Midwestern H&W/Pension Funds

FOR VICE PRESIDENTS-EAST



JOHN P. MORRIS LOCAL 115 PHILADELPHIA, PA

- · Current IBT Intl. Vice Pres. & Dir., IBT Port Div.
- · Pres., JC 53 & PA Conf. • Teamster for 50+ years
- Founder, JC #53 Organizing Schl.; trained 700 new organizers



JOSEPH PADELLARO LOCAL 686 NORTH ANDOVER, MA

- · Prin. Officer, Local 686; Teamster for 38 years
- Current Intl. Trustee & Dir., IBT Bakery & Laundry Div.
- · Special Asst. to Gen. Pres.



PATRICK DeFELICE LOCAL 804 **NEW YORK, NY**

- · Current International Trustee, Locals 138 and 1205
- Former UPS Shop Steward
- · Teamster for 19 years

FOR VICE PRES.-WEST



RAUL LOPEZ LOCAL 396 LOS ANGELES, CA

- · Prin. Officer, Local 396 · Member IBT Human
- **Rights Commission** • Fin. Secy., IBT Hispanic Caucus
- Teamster for 26 years



MARK SHUMAR LOCAL 631 LAS VEGAS, NV

- · Teamster for 22 years
- · Former Steward and Business Agent, Local 30
- · Current Western Region **DRIVE** Representative



MEL KAHELE LOCAL 996 HONOLULU, HI

- Prin. Officer, Local 996
- Teamster for 25+ years • On Boards of 6 Local 996 Trust Funds
- · Former National Truck Roadeo Champion



LANITA MILLER LOCAL 682 ST. LOUIS, MO

- · Teamster for 21 years
- · Organizer, negotiator · Former Steward, Trustee, Exec. Board. Member of Local 618



MARIA PEREZ LOCAL 97 UNION, NJ

- · Bus. Agent since 1996
- · President, Teamsters Hispanic Caucus - New Jersey
- · Teamster for 26 years



LOUIS LACROIX TEAM CANADA Slate





Joe McLean

International Vice-Presidents for Canada



Larry McDonald

- 33-year Teamster
- International Vice-President for Canada
- President, Teamsters Joint Council 52 and Local 879, Ontario
- 33-year Teamster
- Director, International Construction Division
- Member, Teamsters Local 464,
 British Columbia

Canadian Teamster members deserve International Vice-Presidents who will stand up for them! We are committed to representing Canadians and being accountable to Canadians.

- · Keeping Canadian union dues in Canada.
- Making Canadian local unions accountable to their members.
- Protecting Canadian Teamster rights to make our own decisions in this country.



Louis Lacroix
President
Teamsters Canada

Canadian Teamsters:

I am asking for your support for the LOUIS LACROIX TEAM CANADA Slate.

Joe McLean and Larry McDonald are committed to only one goal---representing the interests of Canadian members first and foremost!

Help make our Canadian voices heard in Washington. Elect the LOUIS LACROIX TEAM CANADA Slate.

Yours in solidarity.

Rom Randy



PUTTING CANADIAN TEAMSTERS FIRST!







it's time to turn the power on again with the Hoffa

Unity Slate.

It's time for the **Teamsters Union to** turn the power on to harness all the power that moves those eighteen-wheelers across America for every worker private and public sector - and for every working family in America.

THE HOFFA UNITY SLATE'S PLAN:

REUNITE OUR UNION, BRING EVERY FACTION TOGETHER, RESTORE TRUE DEMOCRACY, AND SAVE OUR UNION FROM BANKRUPTCY.

No matter who you supported in the past, the Hoffa Slate says welcome aboard, vote for the **Hoffa** Unity Slate and join the battle to restore Teamster power, turn the power on, reunite our union, and save it for our members, our families and working people throughout America.

"I have joined the Hoffa Slate's unity effort because the rank and file members of Local 390 have asked me to. Our members are concerned with the future of the Teamsters and they know unity is the answer.

"I am convinced Jim Hoffa will root out any corruption that appears in our union. In 1995, Ron Carey 'trusteed' our local for political reasons. Carey assigned incompetent officials to run our local. This experience taught us that the incumbents experience taught us that the incumber the have a hidden political agenda cloaked as

"Jim Hoffa is on a mission to bring our union back together and I'm proud the members of Local 390, Hoffa supporters and former Carey supporters alike, have asked me to support that effort."

Gerry Pape
Teamsters Local 390 • Miami, FL



"This is to endorse Jim Hoffa for General President of the Teamsters. Here's why I now support a man I once opposed.

"I support Jim Hoffa because he is the only person who can make us one union again. We can t afford to continue the civil war we've had for the past six years. Only the employers benefit from that kind of division.

"Jim Hoffa is committed to building democracy and rooting out corruption. Jim Hoffa says, and I believe him, that he wants to end the political division that has split this union down the middle. Jim wants to work with all of us, including former Carey supporters (I ran on the

Carey Supporters (I ran on the Carey Slate in 1996) and TDU members to build a strong, democratic union.

"I believe Hoffa deserves a chance to deliver on this promise, and I am going to do everything I can to help him do just that. I hope you'll join us.'

Frank Busalacchi Teamsters Local 200 • Milwaukee, WI



International Brotherhood of Teamsters City Employees Union

"As a Teamster for more than 30 years, the leader of the largest Teamster local in the country. I cannot sit on the sideline and watch the election process continue to tear apart and weaken our international union.

"It's time to close ranks to protect and ensure the survival of the International Teamsters Union – the union that represents all of us.

"We have to send the message back to the American public – especially those workers who are looking to join our union – that Teamsters are perfectly capable of managing their own affairs.

"It is time to put our differences aside and come together behind the only man who can unify the Teamsters. With a stronger Teamster Union, we all gain. Please join me in support of James Hoffa, a man committed to healing our internal wounds and providing leadership for our great

Century." Carroll E. Haynes President Teamsters Local 237

union into the 21s



"I was impressed that Jim Hoffa asked me to join the Hoffa Unity Slate for Southern Region Vice President even though I was a Carey supporter in 1996.

"Jim impressed me with his concern for the members we represent at UPS. As a former package car driver for 15 years, I know that Jim Hoffa will have Teamsters who know what it is like to deliver a package negotiating our contracts and processing our grievances.

"Jim understands the problems we face in the South. He has reached out to local leaders and members no matter what their past political affiliations. I am happy to be a candidate on a slate pledged to healing the divisions and rebuilding our great

> Ken Wood Teamsters Local 79 • Tampa, FL





Only a strong Teamsters union, united not divided, can roll up its sleeves and provide the kind of leadership that works for the members and their families – not for the self-serving bureaucrats now holding the Marble Palace captive, not for the Carey hold-over staff that keeps spending our hard-earned dues dollars, not for the politicians or the government.

Each of the elected leaders listed below heads a local union whose leadership supported Ron Carey in the 1996 election. Now each of them has pledged his or her full support to the Jim Hoffa Unity Slate in the upcoming election. (List in Formation)

Danny Barton Local 135, Indianapolis, IN; Frank Busalacchi Local 200, Milwaukee, WI; Randy Cammack Local 63, Los Angeles, CA; Ray Corrie Local 287, San Jose, CA; Chuck Crawley Local 988, Houston, TX; Tom Criffith Local 264, Buffalo, NY; Tony Ford Local 71, Charlotte, NC; Tom Griffith Local 776, Harrisburg, PA; Carroll E. Haynes Local 237, New White Oak, PA; Brian Masterson Local 375, Buffalo, NY; Don McGill Local CA; James Minisci Local 528, Atlanta, GA; Bill Lickert Local 205, 213, Vancouver, BC, Canada; Mike McLaughlin Local 856, San Fransisco, East Providence, RI; Don Newton Local 677, Memphis, TN; Gerry Pape Local 390, Miami, FL; Bill Patrick Local 878, Little Rock, AR: Nick Picarello Mark Serafinn Local 722, La Salle, IL; Fred Smit Local 445, Newburgh, NY; Ken Wood Local 79, Tampa, FL; Harold Yates Local 120, St. Paul, MN

"As a member of Local 63, I have not always agreed with Randy Cammack on every issue. In fact, I ran against his slate as a Hoffa delegate to the IBT Convention in 1996, but I now join Jim Hoffa in welcoming Randy to the Hoffa Unity Slate.

"I agree with Jim and Randy that we need Teamsters who have pulled a load or worked the dock to negotiate the National Master Freight Agreement not the 'outsiders' that Ron Carey placed in important positions in our union. As a positions in our union. As a member of America's Road Team.

positions in our union. As a member of America's Road Team, I've driven a lot of miles, and what I've learned on the road tells me that freight members and all Teamsters need to vote for the Hoffa Unity Slate."

Maggie Peterson Teamsters Local 63 • Los Angeles, CA "This is to tell you why I endorse and am proud to run with the Hoffa Unity Slate, even though I supported Ron Carey in 1996.

"The most significant reason, and one that impacts every member of the International, is that we desperately need a return to unity. Democracy is healthy, but prolonged divisiveness is destructive. After years of fierce campaigning, it's time for us the first that the force of the first time for t

"Hoffa deserves a chance. Only he is capable of building a strong union and keeping corruption out. We were not a 'Carey local.' We were a 'Reform local' and we remain so.

"We are still committed to reform. We are committed to a strong and now committed to a strong and now committed to giving Jim leader strong enough to carry this supporting his unity effort so as to put an end to our internal strife."

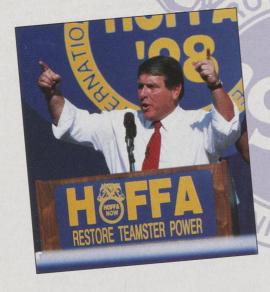
Randy Cammack
Teamsters Local 63 • Los Angeles, CA



The way to get there?
Hop aboard the
Hoffa Unity Slate
18-wheeler of power.

JIM HOFFA:

LOYAL TO HIS LOYAL TO HIS FAMILY



James P. Hoffa has been a duespaying Teamster for 28 years.

He was raised in the home of President James R. Hoffa at a time when the union grew in numbers, prestige and power.

As a member of Local 299, Jim loaded and unloaded freight from Great Lakes' ships, worked as a truck and bus driver, and was a heavy equipment operator at the Ballistic Missile Early Warning Systems Base in Clear, Alaska.

He has been married for 29 years to Virginia Harris, his childhood sweetheart. They are parents of David, 27, and Geoffrey, 26. All four of the Hoffas are graduates of Michigan State University.



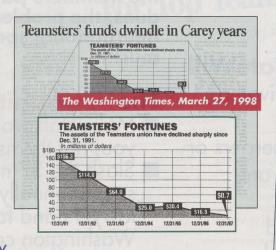
After graduating from the University of Michigan Law School in 1966, Jim dedicated his professional life to representing unions and working people. He has fought on behalf of Teamster members in arbitrations, before the NLRB, in state and federal court and workers' compensation boards. He has negotiated numerous contracts and won reinstatement for hundreds of wrongfully discharged Teamsters. Jim has represented the International, Joint Councils and local unions. Jim is a member of Local 614.

The facts?

The once-powerful and rich Teamsters Union is broke. That's right. Our once forceful contracts? Substandard.

We have been abused by the enemies of working people, who are taking millions of our hard-earned dues dollars. They spent over \$600 million in the last six years. There was over \$150 million in Teamsters accounts when they took over, and the union collects \$90 million a year in dues. Now, we're broke.

Why? The Marble Palace bureaucrats including Leedham and Sever - serve themselves, not you. They spend millions on tancy lawyers and outside consultants. They



hire staff with their own agendas, which doesn't include working to get you and your families what you need and deserve.

They spent millions on things having nothing to do with fighting for Teamsters. They even dropped big money into a political campaign in California to legalize marijuana.

When I was elected in 1996 as a Vice President on the Hoffa Slate, I looked forward to reaching out to the majority of the Executive Board who had supported Ron Carey. I hoped we could work together to reunify our union and save it from bankruptcy. Instead, I found that many members of the incumbent administration were only concerned with covering up the Carey embezzlement scandals and continuing to spend union money for their campaigns.

The current administration keeps the elected members of the Executive Board totally in the dark on what they do with the members' money. Millions are spent each month on mysterious 'programs' that they can't explain or account for. Unelected staff people from other unions run the show, and they make sure the members don't know what they are up to.

"Things have only gotten worse since the Metz and Leedham factions split up. Now they are totally at war with each other, and two separate incumbent slates are busily funneling union resources into their campaigns. Only Jim Hoffa and the Hoffa

Unity Slate can stop the crazy spending and bring us back together."

Dotty Malinsky

International VP Central Region Teamsters Local 2000 Minneapolis, MN



Union funds went to 'pot'

WASHINGTON — The Teamsters gave \$195,000 to a California drive to legalize marijuana for medical use in an illegal contribution swap scheme, government documents and interviews revealed.

The money came from a scheme that illegally bolstered union President Ron Carey's re-election campaign, the documents and interviews.

that he participated scheme and alleged that sters Political Affairs I William Hamilton facilita union payments.

But until now, it was what was in the deal for I "In return, he was goin a piece of the action," source, who spoke on con anonymity. "And that w

New York Post, October 26, 1997

Teamsters aided marijuana drive

Legalizing medicinal use was among causes the union allegedly backed to gain funds for Carey's campaign.

By Kevin Galvin
ASSOCIATED PAST year's drive
in California to legalize marijuana
for medical use received a S195,000
boost from an unlikely source: the
international Brotherhood of Teamsters.
The money came from a contribution-swap scheme that illegally bolstered union president Ron Carey's

Tonowap scheme that illegally bolstered union president Ron Carey's

Tonowap scheme that illegally bolstered union president Ron Carey's

Tonowap scheme that illegally bolstered union president Ron Carey's

Tonowap scheme that illegally bolstered union president Ron Carey's

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Records flied with the California secretary of state show that LIFE Aids Lobby gave \$143,000 to Californians for Medician Rights on Oct. 24.

LIFE AIDS Lobby changed its name to LIFE AIDS Lobby changed its name to LIFE AIDS Lobby director MeBride said. Bill Zimmerman, a leader of the medicinal-marijuane group which has changed its name to Americans for Medical Rights, said McBride's group was a key ally.

LIFE AIDS Lobby gave nearly \$370,000 to Zimmerman's group last year.

The Philadelphia Inquirer, October 26, 1997

THE HOFFA UNITY SLATE'S ACTION PLA

UNITY: It's not just the Hoffa Slate's name - It is the backbone of our plan.

The Hoffa Unity Slate Will

- End politically motivated trusteeships.
- Eliminate forced mergers or breakups of locals and joint councils.
- Establish a fair and independent Ethical Practices Committee with impartial members of good reputation.
- Guarantee due process in all internal disciplinary proceedings.

that the problem isn't that the members pay too little in dues; the problem is that the International spends too much.

The Hoffa Unity Slate Will

- Make staff work to serve
- you, not themselves.

 Slash the \$7 million now spent annually on outside lawyers and fancy Washington consultants.
- Establish independent auditing and other controls to cut fraud and abuse.
- Balance the Teamster Union budget every year.
- Fully disclose union business and union finances to each and every member.

TO RESTORE OUR LINEON

The Washington Post, April 28, 1998



Hoffa Is Cleared to Run For Top Teamsters Post

Son of Former Union Chief Becomes Front-Runner

By FRANK SWOBODA Washington Post Staff Writer

Federal investigators yesterday cleared James P. Hoffa to run for the Teamsters presidency, making the son of the infamous Jimmy Hoffa the front-runner in the race to control the nation's largest trade union.

The action, came as prosecutors problem.

The action came as pros links between the Teamst dal and the Democratic N announced the indictne former political director. A federal grand jury in

A federal grand jury i up the six-count indictn
W. Hamilton Jr. in com
schemes to help finance paign of Teamsters President Ron Carey, including one to swap money from the

"The Election Officer did not find evidence of large-scale cheating or and p other improprieties...

"The Election Officer conducted this investigation using his staff. Support was also received from the Federal Bureau of Investigation. The Election Officer's investigation audited 28 entities; reviewed over 50,000 documents; interviewed over 300 individuals and took sworn statements of over 30 people.

Unite the Teamsters Union.

Restore our power.

Negotiate better contracts.

End the corruption.

Restore Democracy.

And truly put every member and every Teamster family first.

the Hoffa Slate supported its strategy with two fundraising techniques: holding low-cost, lowpriced fundraising events that aimed for high turnouts; and selling and distributing campaign paraphernalia on a massive scale...

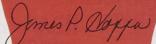
"...this strategy of campaigning and fundraising at the grass rooots level, not some secret source of prohibited fund, explains the small contributions to the Hoffa Slate.

Take Back Our Union VOTE HOFFA

The Real Canada is in its Workers!

"I and my entire slate support the Canadian Sovereignty Document as passed by the Teamsters Canada Convention in 1997.

> Once elected, we will amend the Constitution to formally recognize Canadian sovereignty and Teamsters Canada as a chartered entity within our International Union."





Strong Canadian Leadership working with a Dynamic General President

within a **Powerful** International Union standing up for

Every Canadian Teamster!

For Honest Leadership Mark Your Ballot For

Garnet Zimmerman and Tom Baldwin International Vice-President (Canada) and The **HOFFA SLATE** of Candidates.





THE HOFFA UNITY SLATE





Jim Hoffa Local 614/Pontiac, MI General President



Tom Keegel Local 554/Minneapolis, MN General Secretary-Treasurer



Randy Cammack Local 63/Los Angeles, CA VP-At Large



Chester Glanton Local 743/Chicago, IL VP-At Large



Tom O'Donnell Local 817/New York, N VP-At-Large



Fred Gegare Local 75/Green Bay, WI VP-At-Large



Ralph Taurone Local 222/Salt Lake City, UT VP-At-Large



John Steger Local 639/Washington, DC Trustee



Ron McClain Local 147/Des Moines, IA Trustee



José E. Cádiz Local 90 l/Santurce, Puerto Rico Trustee



John Murphy Local 122/Boston, MA VP-East Region



Jack Cipriani Local 391/Greensboro, NC VP-East Region



Richard Volpe Local 550/New York, NY VP-East Region



Dan DeSanti Local 701/North Elizabeth, NJ VP-East Region



Ken Wood Local 79/Tampa, FL VP-South Region



J.D. Potter Local 19/Grapevine,TX VP-South Region



Tom Baldwin Local 880/Windsor, ONT VP-Canada



Garnet Zimmerman Local 31/Vancouver, BC VP-Canada



Jon Rabine Local 763/Seattle, WA VP-West Region



Jim Santangelo Local 848/Los Angeles, CA VP-West Region



Chuck Mack Local 70/Oakland, CA VP-West Region

These Hoffa Unity Team Members from the Central Region have already been elected to the Executive Board.



Dotty Malinsky Local 2000/Minneapolis, MN VP-Central Region



Les Singer Local 20/Toledo, OH VP-Central Region



Phil Young Local 41/Kansas City, MO VP-Central Region



Walt Lytle Local 414/Ft.Wayne, IN VP-Central Region



Pat Flynn Local 710/Chicago, IL VP-Central Region

Remember when the bosses used to be afraid of us? When the word "Teamster" sent them shaking? When the politicians knew who spoke for working families throughout America? We were a great union then. And we can be again with your vote for Jim Hoffa and the entire Hoffa Unity Slate.



This election is not about Old Guard or New Guard - it is about uniting the 1.4 million brothers and sisters into an effective force fighting for economic and social justice.

It is about putting the TEAM back into the TEAMSTERS! Restore Teamster Power — HOFFANOW

Take Back Our Union VOTE HOFFA

To become part of the Hoffa movement and to join the fight to take back our union, call (708) 795-0906 or write: Hoffa Now, 6811 W. Roosevelt, Berwyn, IL 60402

Help Us Rebuild and Unify Our Union



Our Union is in trouble.

The union treasury slides closer to bankruptcy.

Now we have a new election. But for us to win we need your help.

Jim Hoffa cannot win without your support. Your contribution will make a difference. Stand with Jim Hoffa for our Union and our families.

Help us elect Jim Hoffa for our next president.



Help take back our union by buying a Hoffa hat or t-shirt.

I'LL HELP elect Jim Hoffa for President and Unite Our Union

□ Send	hats @ \$10
□ Send	T-Shirts sizes M-XXL @ \$15
	(Sizes 3X and 4X @ \$25)
□ Send	golf shirts M-XL @ \$25
tions!	(Size 2X @ \$27, 3X @ \$29 and 4X @ \$30)
□ Send	satin jackets M-XL @ \$100
□ Send	varsity leather jacket M-XL @ \$225

This form must be completely filled out and returned with your check or money order to: HOFFA NOW, 6811 W. Roosevelt, Berwyn, IL 60402 or call (708) 795-0906. Only active members and their immediate families may contribute.

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Jim Hoffa is on the Internet www.hoffa96.com	A	SUBTOTAL DD SHIPPING \$5.00 S&H	

Are You in Favor of Union Reform?

Take the Teamsters Presidential Quiz!

- 1. I am in favor of...
 - □ **A.** Making sure there are rank-and-file Teamsters on all bargaining committees to fight for good contracts.
 - □ **B.** Allowing top union officials to bargain behind closed doors and make backroom deals with the boss.



- □ **A.** Stop giving our dues money to politicians who then turn around and vote against us on issues like NAFTA.
- □ **B.** Hand blank checks to politicians in both parties even if they have a record of voting against working families on key issues.
- 3. I think we should...
 - □ **A.** Bring top officers' salaries in line with working Teamsters and eliminate their multiple salaries and pensions.
 - □ **B.** Give top union officials more pensions and more \$300,000-a-year multiple salaries.

If you answered "A" to the questions above, then you are a strong supporter of UNION REFORM.

Vote for the Tom Leedham "Rank & File Power" Slate

The following campaign literature is published on behalf of Aaron Belk, a candidate for Southern Region Vice-President.



SOUTHERN REGION VICE PRESIDENT

E Aaron Belk



It has been an honor serving as your Southern Region Vice President. I have held numerous jobs and have waved almost \$3,000,000 in salary since 1992 while working 14 to 18 hour days to get these jobs done for you.

As Teamsters first Administrator of the Ethical Practices Committee, I investigated over 1200 complaints from members and officers. And I am proud to say that I never lost a case during the two years I served as Administrator.

In 1994 I was appointed Executive Assistant to the General President and helped implement changes which resulted in the International operating in the black for the first time since 1982. As Executive Assistant I turned down requests that were later approved by others which resulted in the 1996 election being overturned. Judge Lacey stated in a hearing that had my concerns and denial of these contribution requests been followed, Ron Carey would not have been charged. And had my concerns been addressed we would not be having a costly re-run of the 1996 election.

I AM ASKING FOR YOUR VOTE AND CONTINUED SUPPORT



The Teamster career of Ed J. Mireles has been highlighted by impressive successes on behalf of his members. Just out of high school and working on his first job as a truck driver, Ed J. Mireles understood the value of a union contract and helped organize Hecht Fast Freight. Determined to help negotiate and enforce the first contract, he became the first shop steward when they joined Los Angeles-based Local 208 in 1961. His Teamster career continued in the freight industry working for Western Gillete and Roadway Express. His tireless efforts were recognized and, in 1979, he joined Orange County-based Local 952 as Business Agent.

Ed J. Mireles for Western Region IBT Vice President

Ed J. Mireles' hard work and abilities were recognized and, in 1984, he became Executive Coordinator responsible for a wide range of companies and industries: UPS, freight, grocery,

bakery, dairy, wholesale liquor, aerospace, and carhaul. In appreciation of his efforts, Ed served as Trustee and President of Local 952. In1989, he was elected Secretary-Treasurer and Principal Officer of the 12,000-member Local 952. He has also served as President and Principal Officer of the 50,000-member Joint Council 92 and is currently IBT Western Region Vice President. He served on the National Negotiation Committees for UPS (1993 & 1997) and Freight (1994 & 1998), and has been the chief negotiator for the food industry for 19 years in Southern California. Throughout his career, Ed J. Mireles has been dedicated to servicing his members and bringing them the best contracts with job security, work preservation, early retirement, high pension benefits, and no out-of-pocket cost for health and welfare.

ED J. Mireles is dedicated to the membership and deserves the support of all members for election as Western Region IBT Vice President.

The following campaign literature is published on behalf of George Cashman, a candidate for Eastern Region Vice-President.



George W. Cashman

Candidate for International Vice President - Eastern Region

- * IBT Vice President, Eastern Region
- President, Local 25
- ★ Secretary-Treasurer, JC#10 New England

On the Front Lines...

Fighting for Working People



Bringing Respect Back to the Workplace

Paid for by the Cashman Committee



On National Television...

Hoffa Jr. Admits He Was Partners with a Mobster Who Ripped Off Teamster Pensions!

offa told CNN on November 10, 1996 that he was business partners with Allen Dorfman, the most corrupt mobster in

the history of the Teamsters! Dorfman **ripped off millions from Teamster pension funds for the mob**. He was later convicted of bribing a U.S. Senator and was gunned down in a hotel parking lot in Chicago.

Teamsters Deserve Better Than a Candidate Like Hoffa Who Couldn't Say "No" to the Mob!

Source: Cable News Network, "CNN Presents," November 10, 1996.

TIME LINE FOR RERUN ELECTION OF INTERNATIONAL OFFICERS

Approved by the Court

My report this month explains where we stand on completing the rerun of the 1996 International Officer election. Investigation of the conduct of the original election has concluded, and the Court has set a schedule that would end with the completion of the International officer election process in October 1998. That schedule is being carried out now. I believe very strongly that the IBT should have this rerun election concluded in 1998 on the approved schedule, and I am doing everything within my authority to keep that commitment.

I. RERUN ELECTION TIMETABLE

On June 3, 1998, United States District Court Judge David N. Edelstein approved the Election Officer's time line for the rerun election. Also on June 3, 1998, the Election Officer sent the *Final 1996 IBT International Officer Rerun Election Plan* to all local unions, the IBT General Executive Board and candidates in the Rerun Election. The time line for the rerun election is as follows:

- June 8......Notice of Nominations and Procedure for Supplemental Nominations posted on all union bulletin boards
- June 15Supplemental nomination ballots sent to delegates
- June 29Nominating ballots returned and tallied
- July 13Deadline for slate declarations and withdrawals
- August 17......Notice of Election posted at work sites and published in magazine; ballots printed; hiatus on union publications begins
- September 14 .. Mailing of Rerun Election Ballots to IBT members
- October 14.....Deadline for return of ballots; begin Rerun Election Count

The process is already underway. Notices of Nomination were sent to all IBT local unions on June 3, 1998, and with few exceptions, were promptly posted. I thank the local union officers for their prompt cooperation in posting this notice. The supplemental nomination ballots were mailed to delegates and upgraded alternates on June 15, 1998, and tallied by the Election Officer on June 29. Those candidates nominated by the delegates, if qualified and thereafter accept nomination, will appear on the ballots mailed to IBT members on September 14. Candidates who were previously nominated and appeared on the ballot in the initial election, and have indicated their intent to participate in the rerun election will also appear on the ballot. The Election Officer will report the results of the supplemental nominations in the next edition of the magazine.

Candidates have the right to publish campaign literature in this edition of the magazine. The next issue of *Teamster* magazine (due out in early September) will be a Special Elec-

tion Edition produced under the supervision of the Election Officer. It will contain the Notice of Election, a sample ballot with instructions, and candidate literature. There will also be a report from the Election Officer.

During the summer months, I intend to schedule one or more International officer candidate forums. Once these forums are scheduled, members will be notified so they may have an additional opportunity to acquaint themselves with the issues in this rerun campaign.

II. FUNDING OF THE RERUN ELECTION

As I wrote this column, the source of money to pay the costs of the rerun election remains uncertain. The United States Court of Appeals for the Second Circuit ruled in March 1998 that under the terms of the Consent Decree, the United States of America must pay the costs of supervision of the rerun election. The United States Congress, however, passed appropriations bills for the Departments of Justice and Labor that forbid these agencies from using certain appropriated monies to pay for the costs of the rerun election in 1998. The Election Officer is working with representatives of the Congress, the Executive, and the IBT to attempt to resolve the funding issues. The Election Officer believes that the funding issue should not delay the conduct of the rerun election.

III. CAREY SLATE PROTEST DECISION

As I reported last time, I issued a decision in this protest on April 27 in which I found that Mr. Hoffa and members of his slate violated some of the *Election Rules* but that the violations do not merit disqualification of Mr. Hoffa or any other candidate who ran on his slate in the initial election who remain candidates in the rerun election.

This decision was appealed to Election Appeals Master Kenneth Conboy and on May 15, 1998, he affirmed my decision in all respects. On appeal, Judge Edelstein affirmed the decision not to disqualify Mr. Hoffa, but ordered the Hoffa Campaign to pay \$150,908 to the Election Officer, the full amount of the contribution by R.L. Communications.

IV. DECISION INVOLVING MARY LOU SALMERON

My decision to disqualify Ms. Salmeron as a candidate in the rerun election was appealed to the Election Appeals Master. On June 3, 1998, he affirmed the decision of the Election Officer.

I encourage all members to get to know the candidates and where they stand and most importantly, to vote in the rerun election. Any member may request a copy of the *Rules* or the Rerun Election Plan by writing to the Election Officer or calling the toll-free number, 1-800-565-VOTE.

Michael G. Cherkasky Election Officer

REPORT XLI TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster

DATED: June 19, 1998

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I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty-first Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

II. STATUS OF PREVIOUS IRB CHARGES

A. WILLIAM W. HAMILTON, JR. AND RONALD CAREY

In past issues of the *Teamster* magazine, we informed you of charges against former IBT Director of Governmental Affairs William W. Hamilton, Jr., for allegedly having and arranging to have the IBT donate money to advocacy groups as part of a scheme in which, in return for the IBT's donations, individuals would donate money to benefit the Carey campaign. We also informed you of charges against Ronald Carey for bringing reproach upon the IBT. The charges alleged that Carey, in breach of his fiduciary obligations, authorized IBT contributions in October 1996 totaling \$750,000, knowing the contributions would result in a personal benefit to him in money to pay expenses for his re-election campaign. The Report alleged further that Carey failed to exercise his fiduciary obligation to inquire into the circumstances surrounding his co-fiduciary's recommendations of these transactions.

A combined hearing on Hamilton and Carey was held on January 20, 21 and 22 and March 11, 1998. The parties filed numerous briefs, the last of which was a reply brief of the Chief Investigator, filed on May 4, 1998. The matter remains under review by the IRB.

B. VALENTINE N. ORTENSE - Local 560, Union City, New Jersey

In past issues of the *Teamster* magazine, we informed you of charges against Local 560 member Valentine N. Ortense alleging that he brought reproach upon the IBT and violated his membership oath by knowingly associating with Michael Sciarra, a member and associate of organized crime. An IRB hearing was held on April 13, 1998, at which the IRB found that the charge was proved. As a penalty, Ortense has been permanently barred from membership in the IBT and any position with the IBT or any IBT-affiliated entity, in the future. Ortense also may not hereafter obtain employment, consulting or other work with the IBT or any IBT-affiliated entity. The IRB's decision of May 26, 1998, was affirmed by Judge Edelstein on June 4, 1998.

C. DENNIS McNAMARA - Local 714,

Chicago, Illinois

In the last issue of the *Teamster* magazine, we informed you that on April 13, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning charges against Dennis McNamara. The Investigative Report recommended that McNamara be charged with failing to cooperate with the IRB during his February 26, 1998, sworn examination when he testified falsely about his statements during the February 2, 1998, Local 714 membership meeting. At the February 2, 1998, meeting, McNamara allegedly made threats of physical injury toward other Local 714 members. On April 23, 1998, Mr. Sever filed charges against McNamara. His hearing was held on June 18, 1998, by a hearing panel appointed by Mr. Sever.

D. PETER M. DIFRONZO - Local 731,

Chicago, Illinois

In past issues of the *Teamster* magazine, we informed you that on March 16, 1998, the IRB transmitted an Investigative Report to Acting General President Tom Sever concerning charges against Local 731 member Peter M. DiFronzo. The Investigative Report recommended that he be charged with bringing reproach upon the IBT and violating his membership oath by being a member of organized crime and by knowingly associating with other organized crime members including, but not limited to, Joseph Andriacchi. On March 18, 1998, the charges against DiFronzo, adopted and filed by Mr. Sever, were referred back to the IRB for a hearing. On April 30, 1998, DiFronzo signed an agreement whereby he permanently resigned from the IBT and Local 731 and all IBT entities. Judge Edelstein approved the agreement on May 15, 1998.

E. JAMES SANTANGELO AND RICHARD MIDDLETON -Local 848, El Monte, California

In past issues of the *Teamster* magazine, we informed you that on August 4, 1997, the IRB issued an Investigative Report to Joint Council 42 concerning charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton. The Investigative Report recommended that each be charged with creating a Severance Plan designed to accelerate severance payments which would permit an employee to remain employed by the Local and receive severance payments, and by distributing payments to themselves and others in contravention of the Local's Bylaws. The report alleged that the checks they signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. After its hearing on the matter, Joint Council 42 dismissed the charges. The IRB notified Joint Council 42 on February 24, 1998, that its decision was inadequate. The hearing panel reconvened on June 9, 1998, and is to have a decision to the IRB by June 30, 1998.

F. DANIEL LOMBARDOZZI, ROGER IMMERGLICK, JASPER CUMELLA, LOUISE DAVIS, WILLIAM DENNEHY, YETKIN KURULGAN AND DAVID LOFTON - Local 918, Brooklyn, New York

In past issues of the *Teamster* magazine, we informed you of charges against each of the seven Executive Board members of Local 918 with breaching his fiduciary duties to the members, embezzling and converting Local Union funds to his own use and bringing reproach upon the IBT by voting to transfer \$25,000 in Local Union funds to challenge an attempt by the

IBT to place the Local into trusteeship. A hearing panel appointed by Acting General President Tom Sever held hearings on June 9, 1998.

G. CHARLES THIBAULT, ALFRED MORRISON, VAL NEAL, WAYNE MASLEN, RICHARD GODIN, VINCE JOHNSON AND CECIL McEWAN - Local 938, Mississauga, Ontario, Canada

In past issues of the *Teamster* magazine, we informed you of charges against the seven Executive Board members of Local 938 for failing to cooperate with the IRB by refusing to allow a books-and-records examination. A hearing panel appointed by Acting General President Sever is to hold a hearing on June 23, 1998.

III. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 125 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement,

extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

IV. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001

TEAM Star program now available to parents of Teamster members.

Thousands of Teamster Retirees, their spouses or surviving spouses rely on **TEAMStar** as a supplement to Medicare. Introduced two years ago, the **TEAMStar** program has been enthusiastically received.

"I can say without question the best peace of mind you come to expect. When having to fill out medical forms, **TEAMStar** takes care of that. (Having) your own doctors is very important. I thank **TEAMStar** for being there when I needed them the most." — Ralph Scaglione, NY

For the first time, the International Brotherhood of Teamsters is also making the TEAMStar program available to the parents of Teamster members.

Now they, too, can enjoy:

- Low TEAMStar group rates
- Freedom to choose their own doctors and hospitals no provider lists
- "Automatic" Claims Filing PLUS® virtually eliminates paperwork
- Special **TEAMStar** toll-free Member Services hotline

For information on how you or your parents can apply for TEAMStar coverage, call 1-800-808-323

At this time TEAMStar is available in all states except FL, LA and MN.

RAE611

ANUNCIO DE NUEVA VOTACION ELECTORAL

Hermandad Internacional de Tronquistas, Choferes, Guardalmacenes y Auxiliares de América
[IBT, por sus siglas en inglés]

La nueva elección de los Oficiales Internacionales se hará por votación a través de correo. Se elegirán las siguientes posiciones: presidente general, secretario-tesorero general, cinco vicepresidentes con amplios poderes, tres dirigentes Internacionales y once vicepresidentes Regionales escogidos por los miembros de cada región (cuatro del Este, tres del Oeste, dos del Sur y dos de la Hermandad de Canadá).

El 14 de septiembre de 1998, o alrededor de ese día, el Oficial Electoral nombrado por la corte enviará las papeletas de voto a todos los miembros de IBT por correo. El Oficial Electoral y su equipo llevarán a cabo todo proceso que involucre el envío de las papeletas y el escrutinio de los votos.

PARA SER ELEGIBLE PARA VOTAR, un miembro debe tener el pago de sus cuotas al día hasta septiembre de 1998. Un miembro puede volver a ser elegible para votar si paga sus cuotas atrasadas o gastos de inicio en su oficina del sindicato local no más tarde del 13 de octubre de 1998. Aquellos miembros cuyas cuotas son deducidas directamente de su planilla de pagos, podrán votar incluso si su empleador no ha efectuado el pago al sindicato local. Para información detallada y completa acerca de las reglas que rigen la elegibilidad de los votantes, por favor vea el Artículo VI de las Reglamentaciones Electorales de 1996.

PARA VOTAR:

n-

to

- → Use un lápiz de grafito, (mina o carboncillo), para marcar su papeleta de voto o no podrá ser leída por la máquina de recuento de votos.
- → Rellene el óvalo que está a la izquierda del nombre del (los) candidato(s) o de la lista de su preferencia.
- ➡ Si usted rellena el óvalo que está al lado de una lista, su voto contará como un voto para cada candidato de esa lista. Cualquier otra marca que usted haga en la papeleta de voto que no concuerde con la lista de votación, será ignorada.
- → Usted puede votar por candidatos individuales, estén o no en una lista, en tanto que el número total de votos no sea mayor que el total que puede ser elegido para esa oficina.
- → No ponga su nombre ni ninguna otra información que lo identifique a usted en la papeleta de voto o será anulada.
- → Después de que haya marcado su voto en la papeleta, póngala en el Sobre de Votación Secreta y ciérrelo. Este sobre protege la naturaleza secreta de su voto. No ponga su nombre ni ninguna otra información que lo identifique a usted en el Sobre de Votación Secreta o será anulado.
- → Coloque el Sobre de Votación Secreta dentro del Sobre de Retorno, ciérrelo y envíelo por correo. La etiqueta con su dirección en el Sobre de Retorno lo identificará como un votante elegible para participar en esta votación. No remueva, cambie ni cubra la etiqueta, o su voto no será contado. Su voto permanecerá secreto porque el Sobre de Votación Secreta en el que se encuentra su papeleta de voto, será removido del Sobre de Retorno y mezclado con los otros Sobres de Votación Secreta antes de que se abran.

El Oficial Electoral debe recibir su voto no más tarde de las 9 a. m. del 14 de octubre de 1998. Solamente aquellas papeletas de voto que hayan sido recibidas por el Oficial Electoral hasta la fecha y hora fijada serán válidas. El escrutinio de los votos comenzará después de las 10 a. m. del 14 de octubre de 1998 en un lugar que será anunciado.

Si usted ha cambiado de dirección recientemente, no ha recibido su papeleta de voto para el 28 de septiembre de 1998 o tiene cualquier pregunta en relación a este proceso electoral, por favor llame al 1-(800) 565-VOTE (en Washington, D.C., 624-3500).

Ninguna persona o entidad puede limitar o interferir con el derecho que tiene cada miembro de IBT para, independientemente, decidir sobre su voto y enviarlo por correo él mismo. El Oficial Electoral no debe dudar en imponer las más severas sanciones a cualquier miembro del Sindicato, oficial, representante de la empresa, administrador o a cualquier otra persona por el delito de violación de la prohibición de solicitar la papeleta de voto de un miembro. Estas sanciones incluyen, pero no se limitan a, referir el asunto a la Fiscalía de los Estados Unidos para el Distrito del Sur de Nueva York para iniciar acción por desacato y, en caso de juzgarse apropiado, descalificar al candidato en cuyo nombre se solicitaban las papeletas de voto. Además, el no obedecer esta prohibición puede dejar al causante del delito sujeto a juicio, bajo todas las provisiones aplicables del Código de los Estados Unidos, incluyendo, pero no limitado a, 18 U.S.C. Secciones 241, 1503 y 1509.

AVIS D'ÉLECTION (2ND TOUR)

Fraternité Internationale des Teamsters (FIT)

International Brotherhood of Teamsters (IBT)

L'élection des Dirigeants internationaux (2nd Tour) se fera par scrutin postal. Les postes à pouvoir par voie d'élection sont les suivants: Un Président général, Un Secrétaire général-Trésorier, Cinq Vice-présidents généraux, Trois Syndics internationaux et Onze Vice présidents régionaux à élire par les membres dans chaque région (dont Quatre postes par les membres de la Région ouest, Deux postes par les membres de la Région sud et Deux postes par les membres de Teamsters Canada.)

Le 14 septembre 1998, le Commissaire électoral designé par les Tribunaux enverra par la poste un bulletin de vote à tous les membres de l'IBT. Le Commissaire électoral et son personnel réaliseront toutes les fonctions d'envoi et de dépouillement des bulletins de vote.

POUR ÊTRE ÉLIGIBLE À VOTER, le membre doit être à jour avec ses cotisations syndicales jusqu'à la fin du mois de septembre 1998, le membre peut devenir éligible à voter en payant ses arriérés de cotisation ou ses droits d'adhésion au plus tard le 13 septembre 1998, avant la fin des heures normales d'ouverture du bureau de sa section syndicale locale. Aucun membre ne sera déclaré inéligible à voter en raison d'un retard ou d'un défaut de la remise à la Section syndicale locale des cotisations par son employeur, lorsque l'employeur aura retenu les dites cotisations syndicales moyennant le consentement libre du membre, tel que prévu dans les dispostions d'une convention collective. Pour une description complète des régles d'éligibilité, voir l'Article VI du Code électoral de 1996.

POUR VOTER:

- → Marquer uniquement au stylo-bille sur votre bulletin de vote.
- → Remplissez la case ovale à la gauche du nom du(des) candidat(s) ou de l'équipe de votre choix.
- → Si vous choissiez la case ovale d'un équipe, votre bulletin de vote comptera comme une vote pour chaque candidat(e) se trouvant sur la liste. Toutes autres marquées faites sur le bulletin qui sont en conflit avec votre choix pour une équipe seront ignorées.
- → Vous devez n'écrivez ni signer votre surnom, prénom, et d'autres informations personnelles sur le bulletin de vote qui puissent vous identifier en aucune manière. Autrement, votre bulletin sera consideré comme nul et à ne pas être compter comme valable.
- → Aprés avoir rempli votre bulletin de vote, placez-le dans l'enveloppe marquée "Scrutin secret" et scellez-le. Cet enveloppe vous assure la confidentialité de votre vote. Rappelez-vous de ne pas vous identifier nul part sur cette enveloppe. En faisant le contaire, votre bulletin de vote deviendra nul et non-recevable.
- → Mettez l'enveloppe marquée "Scrutin secret" avec son contenu dans l'enveloppe de retour, puis scellez cette dernière enveloppe et postez-le dans le courrier.
- → À titre d'information, l'étiquette portant votre adresse sur l'enveloppe de retour sert à vous identifier comme membre éligible à voter. Vous ne devez ni enlever, ni modifier ni cacher cette étiquette. Votre vote demurera secret car l'enveloppe de scrutin secret contenant votre bulletin de vote sera séparée de l'enveloppe de retour. Ensuite, elle sera mélangée avec d'autres enveloppes de scrutin secret avant qu'on procède à l'ouverture des enveloppes et au dépouillement des bulletins de vote.

Votre bulletin de vote doit être parvenir au Commissaire électoral au plus tard le 14 octobre 1998 à 9 heures. Seuls les bulletins de vote reçus en bonne et due forme par le Commissaire électoral avant l'heure et la date prévues seront dépouillés. On procédera au dépouillement du scrutin après 10 heures le 14 octobre 1998 à la site du dépouillement à être annoncer prochâinement par voie de la presse écrite.

Si, au 28 septembre 1998, vous n'avez pas reçus de bulletin de vote, si votre adresse a changé récemment ou si vous avez des questions sur le déroulement du scrutin, téléphonez immédiatement au numbéro vert: 1-(800) 565-VOTE (uniquement à Washington, D.C., composez le 624-3500).

Aucune personne ou association n'a le droit de entraver ou de limiter le droit d'un membre de l'IBT de choisir pour qui voter, de remplir lui-même son bulletin de vote et de mettre son bulletin de vote à la poste. Le commissaire électoral a plein pouvoir d'imposer sanctions les plus sévères à l'endroit de toute violation de l'interdiction d'entraver le vote libre d'un membre, ladite interdiction recouvrant les autres membres du Syndicat, les dirigeants, les agents d'affaires et le représentants syndicaux ou toute autre personne. Sans s'y limiter, les dites sanctions peuvent comporter le transfert au Solliciteur général des États-Unis pour la Circonscription sud de NewYork en vue de l'engagement de poursuites pour outrage au Tribunal ainsi que, le cas échéant, la disqualification du candidat en faveur duquel le(e) vote(s) libre(s) aura(ont) été entravé(s). En outre, la violation de cette interdication pourrait entraîner des poursuites judicaires contre le contrevenant, conformément à toutes les dispositions pertinentes du Code des États-Unis, y compris, entre autres, les Articles 241, 1503 et 1509 du 18 U.S.C..

NOTICE OF RERUN ELECTION

International Brotherhood of Teamsters (IBT)

The rerun election of International officers will be conducted by mail ballot. The positions to be elected are: general president, general secretary-treasurer, five at-large vice presidents, three International trustees and 11 Regional vice presidents chosen by the members in each region (four from the Eastern Region, three from the Western Region, two from the Southern Region and two from Teamsters Canada).

On September 14, 1998, the court-appointed Election Officer will mail a ballot to all IBT members. The Election Officer and his staff will perform all tasks related to the mailing and counting of ballots.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through September 1998. Members may become eligible by paying any unpaid dues and initiation fees by the close of business at their local union on October 13, 1998. Members whose dues are paid by employer checkoff can still vote even if the employer has not yet provided those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article VI of the 1996 Election Rules.

TO VOTE:

- → Use a ball-point pen to mark your ballot or the ballot may not be read by the ballot counting machine.
- → Fill in the oval to the left of the names of the candidate(s) or slate of your choice.
- → If you fill in the oval next to a slate name, your ballot will be counted as a vote for every candidate on that slate. Any other marks that you make on the ballot which conflict with the slate vote will be ignored.
- → You can vote for individual candidates, whether or not they are on a slate, so long as the total number of votes is not greater than the total to be elected to that office.
- → Do not put your name or any information which identifies you on the ballot, or it will not be counted.
- → After you have marked your ballot, put your ballot into the "Secret Ballot Envelope" and seal it. This envelope protects the secrecy of your ballot. **Do not** put your name or any information which identifies you on the "Secret Ballot Envelope", or it will not be counted.
- → Place the "Secret Ballot Envelope" in the Return Envelope, then seal and mail the Return Envelope. Your address label on the Return Envelope will identify you as an eligible voter. Do not remove, change, or cover up the label, or your vote will not be counted. Your vote will remain secret because the "Secret Ballot Envelope" containing your ballot will be removed from the Return Envelope and mixed with other "Secret Ballot Envelopes" before it is opened.

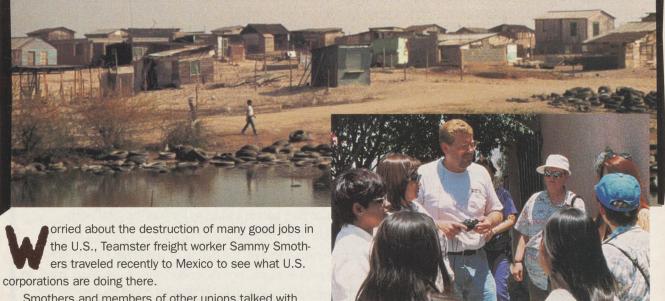
The Election Officer must receive your ballot by 9:00 a.m. on October 14, 1998. Only those ballots properly received by the Election Officer by this date and time will be counted. The ballot count will begin after 10:00 a.m. on October 14, 1998, at a Count Site to be announced.

If your address has changed recently, or you do not receive a ballot by September 28, 1998, or if you have any questions about this election process, call 1-800-565-VOTE (in Washington, D.C., 624-3500).

No person or entity shall limit or interfere with the right of each IBT member to independently determine how to cast his or her vote and to cast and mail the ballot himself or herself.

The Election Officer shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, referring the matter to the United States Attorney for the Southern District of New York for the institution of contempt proceedings and, where appropriate, disqualifying the candidate on whose behalf ballots were solicited. In addition, violation of this prohibition may subject the violator to criminal prosecution under all applicable provisions of the United States Code, including, but not limited to, 18 U.S.C. Sections 241, 1503, and 1509.

"YOU SHOULD SEE WHAT CORPORATIONS ARE DOING IN MEXICO"



Teamster freight member Sammy Smothers (center) talks with members of a community organization during a fact-finding trip to Mexico.

Smothers and members of other unions talked with workers at U.S.-owned "maquiladora" plants and saw first hand their living and working conditions.

"The average age of the workers in the plants we went to was 18 or 19 and most of them were women," said Smothers, who belongs to Local 480 in Nashville. "They're paid about \$7 a day, and management just wears them out as fast as they can.

"When we got to the part of a plant where they make air bags for Chrysler, the manager wouldn't let us stay long," Smothers said. "Five minutes later I found out why when my throat started itching and my eyes started burning from the chemicals."

At night, Smothers stayed in a neighborhood where maquiladora workers live.

"The best houses have concrete floors and sometimes running water," he said. "But most people have built their house out of wood palettes and cardboard — and you have to haul water to the bathroom."

CETLAC, a workers' education center in Ciudad Juarez funded in part by the Teamsters International Union, helped arrange the fact-finding trip along with the Tennessee Industrial Renewal Network.

"Workers in both countries have a lot to learn from each other," Smothers said. "The companies are the

same, the managers are the same. Bringing up wages and working conditions in Mexico is the only solution.

"We need to continue the support work we've done so far — and do a lot more in the years ahead."

For more information about what you can do, see page 1 inside.

OCTOBER/NOVEMBER 1998

ECIAL ELECTION ISSUE



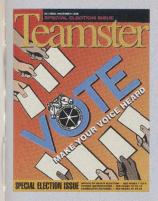
PECIAL ELECTION ISSUE NOTICE OF RERUN ELECTION > SEE PAGES 7 TO 9 VOTING INSTRUCTIONS > SEE PAGES 10 TO 13 CANDIDATES MATERIAL > SEE PAGES 16 TO 48

Vote Vote Votez

This special election edition of *The Teamster* is published under direction of the Election Officer.

Vote Vote Votez





in this issue

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Special Election Edition of *The Teamster*

his Special Election Edition of *The Teamster* is published under the direction of the Election Officer. It is designed to give you—the members of the IBT—information about choices you will be making in the next few weeks when you receive your ballot for the Rerun Election of IBT International Officers in the mail. This edition also provides information on the Rerun Plan, the Notice of Election, the nominated candidates, and how to cast your ballot.

On September 14, 1998, United States District Court Judge David N. Edelstein approved a new timetable for the Rerun Election of IBT International Officers. That timetable is as follows:

October 5, 1998:

Notice of Election posted at work sites and local unions

October 12, 1998: Hiatus on Union

publications begins

November 2, 1998: Mailing of Rerun ballots to IBT members

December 3, 1998: Deadline for return of ballots; begin Rerun Election count; hiatus on union publications ends.

By the time you receive this magazine, the Notice of Election should be posted at your work site and at your local union. There is another copy of the Notice in this magazine.

Ballots must be received by the Election Officer no later than 9:00 a.m. (EST) on December 3, 1998. Only those ballots properly received by the Election Officer by this date and time will be counted. To insure that your ballot is received on time by the Election Officer, I would urge you to vote and return your marked ballot promptly after you receive it.

Candidates have the right to publish campaign literature in this edition of the magazine. That literature is in the section of the magazine designated as "Candidate Campaign Material." The Election Officer did not regulate or alter the content of any candidate's or slate's campaign material, or disclose the content of the material, before the publication of this magazine.

As this magazine went to press, the Election Officer planned to hold a debate in mid-October among the candidates for general president. It was the Election Officer's plan to advise local unions about the time and place of the debate. You can obtain information about what occurred at the debate from the candidates.

During the final weeks of the election campaign, the Election Officer is requiring slates and independent candidates to report their contributions and other financial information on a daily basis. The Election Officer will also audit the financial records of slates and campaigns. This intensive oversight is intended to find and deter violations of the *Election Rules* and the *Rerun Plan* in this area.

The Election Officer continues to determine protests alleging violations of the *Election Rules*. Any member

may request a copy of the *Election Rules* by writing to the Election Officer or calling the toll-free number given on page 52. Any member desiring to file a protest alleging a violation of the *Election Rules* or the *Rerun Plan* may do so by faxing a copy of the protest to the Election Officer at 202-624-3525, by personal delivery to the Election Office, or by overnight mail. The protest

should contain a clear written statement of the alleged improper conduct, provide or summarize the evidence known to the protester that shows that the *Election Rules* were violated, and should identify by name, address and telephone number each person or entity involved in the protest.

I would urge you to carefully review the information in this edi-

tion of the magazine. My goal as Election Officer is to provide you with the opportunity to be an informed voter.

Michael G. Cherkasky Election Officer

Information about the Election Officer-sponsored debate and a transcript of the debate can be obtained on the IBT website: www.teamster.org.

Notice to IBT Members from the Election Officer

and cast their secret mail ballot on behalf of and cast their secret mail ballot on behalf of candidates of their own choosing for International Office in the IBT elections. Neither a local union, joint council, or other subordinate body nor the International union may, as an entity, endorse any candidate or slate of candidates for International office in the IBT elections.

In the July/August issue of *The Teamster* magazine, campaign literature submitted by James P. Hoffa and the Hoffa Unity Slate contained a message from Carroll E. Haynes, president of Local Union 237. At the top of the page containing Mr. Haynes message, the phrase "International Brotherhood of Teamsters, City Employees Union, Local 237" appeared. The use of this phrase by Mr. Haynes and the Hoffa Slate violated the

Election Rules and may have led you to believe, incorrectly, that Local Union 237 has endorsed the Hoffa candidacy or the Hoffa Slate of candidates for International Office. Neither Local Union 237, any other IBT local union, joint council, other subordinate body nor the IBT itself endorses Mr. Hoffa, the members of his slate or any candidate or slate of candidates for International office in the IBT.

Michael G. Cherkasky Election Officer

1996 IBT International Officer **Rerun Election Plan**

Revised September 1998

ursuant to Article I of the Rules for the IBT 1995-1996 International Delegate and Officer Election ("Rules"), the Election Officer hereby promulgates this Final 1996 IBT International Officer Rerun Election Plan ("Rerun Plan") as approved by the United States District Court, United States v. IBT, 88 Civ. 4486 (S.D.N.Y. Sept. 29, 1997; March 24, 1998; June 3, 1998; September 14, 1998). Please note that the timetable has been revised since the first edition of this plan.

This Final Rerun Plan addresses only those parts of the election that remain to be completed. Events that have occurred (for example, supplemental nominations and slate decalrations) are mentioned as background to the events that remain.

I. CANDIDATES AND SLATES

The attached Notice of Slates and Independent Candidates, issued by the Election Officer on July 14, 1998, lists the names and slate affiliations of candidates eligible to run in the Rerun Election as of that date. The listed candidates are those who appeared on the ballot for the December 1996 International officer election and declared their intent to continue as candidates by November 21, 1997;¹ and those individuals who achieved supplemental nomination in June 1998 and accepted by July 13, 1998.²

II. NOTICE OF RERUN ELECTION

A. The "Notice of Rerun Election" shall be prepared by the Election Officer. The Notice shall conform to the requirements of Article V, Section 2 of the Rules. The Notice shall be published in the special election edition of The *Teamster* to be published as set forth below.

B. The Notice shall be posted by the International Union and all subordinate bodies, including Local Unions, on all Union bulletin boards on or before October 5, 1998, and shall remain posted through December 3, 1998.

C. Within three (3) days of such posting, the Secretary-Treasurer of the IBT, the principal officer of each subordinate Union body (except Local Unions), and the Secretary-Treasurer of each Local Union shall provide to the Election Officer an affidavit attesting that the Notice of Rerun Election was posted as required, identifying the bulletin board sites at which it was posted and the name and title of the individual with responsibility for posting the Notice at each site.

D. The Notice supercedes all previous Notices of Election. The Notice of Rerun Election published in the July/August 1998 issue of the Teamster is void and has no effect.

III. UNION PUBLICATIONS

A. There shall be a special election edition of *The Team*ster magazine sent to members in the United States and Canada shortly before the ballots for the rerun election are mailed. This issue shall contain the Notice of Election, a list of nominated candidates, and candidate campaign materials. The right to publish campaign literature in this special issue of the magazine shall be subject to the regulations contained in Article VIII, Section 10 of the Rules. Other than the candidate campaign material and election-related materials designed by the Election Officer, this special election edition of the magazine shall not contain any other material. The cost of this special election edition shall be borne by the IBT. However, the Election Officer shall supervise and control all aspects of production and distribution of this issue.

B. Temporary Suspension of Union Publications

1. No Union publication shall be published and distributed to the members during the period that begins October 12, 1998, and ends on December 3, 1998.3

2. This temporary suspension covers all publications produced and distributed on a periodic basis including union-financed International, Local Union and Joint Council magazines, newsletters and newspapers. The temporary suspension covers such publications regardless of the method of distribution, whether they are mailed, faxed or electronically transmitted (e.g., e-mail, Internet, home page on the World Wide Web), and whether they are distributed to all of the members or only to a segment of the membership (e.g., shop stewards).

3. The temporary suspension does not cover letters,

Ron Carey was disqualified as a candidate for general president in the rerun election. See In re: Cheatem, Post-27-EOH (KC) (November 17, 1997), aff d. United States v. IBT, 88 Civ. 4486 (DNE) (December 30, 1997). The Election Officer disqualified Mary Lou Salmeron as a candidate for International Trustee in the rerun election. In re Moriarty, PR-056-LU986-EOH (MGC) (April 27, 1998, May 26, 1998), aff'd, 98 - Elec. App. 353 (KC) (June 3, 1998).

Since the nomination acceptance deadline, Ernie Canelli, a candidate for At-Large Vice President on the John Metz Slate, has notified the Election Officer that he resigned from his IBT membership effective August 15, 1998. He is therefore categorically ineligible for IBT office and will not appear on the ballot.

The suspension of Union publications which began on August 17, 1998 is no longer in effect.

leaflets, notices or other types of communications that are not part of a periodically produced and distributed publication. However, such publications are still prohibited from containing campaign material under Article VII, Section 8(a) of the *Rules*. The *Rules* prohibit support or opposition to candidates in any union-financed communication.

IV. CAMPAIGN CONTRIBUTIONS AND DISCLOSURE

A. Limitations on Contributions

1. No candidate, slate of candidates or independent committee, nor anyone on their behalf, may solicit or accept financial support, or any other direct or indirect support of any kind, from any non-member. "Non-member" includes any former member of the IBT (including retirees). "Non-member" does not include a member's immediate family defined as the member's spouse, parents, children, sister(s) and brother(s).

2. No candidate shall contribute more than Five Thousand Dollars (\$5,000) in total to the rerun election.

3. No member shall contribute more than One Thousand Dollars (\$1,000) to any slate, independent candidate or independent committee in the rerun election.⁴

4. A member or candidate may make separate contributions to different candidates or slates, provided that the total amount given by any one candidate or member does not exceed the limits stated here.

5. The above limits do not apply to contributions solicited to retire campaign debts incurred from the initial election. Any contributions solicited from members or non-members to retire such debts must be earmarked by the contributor for this purpose. Such contributions may not be used for expenditures in the rerun election. Candidates and slates must segregate (i.e., place in a separate bank account) such contributions from funds solicited for the rerun election.

6. The above limits do not prohibit a candidate's use of financial support or services from non-members or disinterested employers to pay fees for legal or accounting services performed in assuring compliance with applicable election laws, rules or other requirements in securing, defending, or clarifying legal rights of candidates subject to the requirements of Article XII, Section 1(b)(2) of the *Rules*.

B. Financial Disclosure

1. Content of Reports

In addition to the information previously required to be reported in the Campaign Contribution and Expenditure Report ("CCER") pursuant to the Rules, each CCER shall also report the following: a. Every financial contribution, regardless of amount, received by the candidate, or by anyone on his/her behalf, including, but not limited to, all cash donations, donations made at fundraising events, and receipts from paraphernalia sales. Information as to each contribution shall include the name and Local Union number of the contributor, the amount of such contribution and the nature of the contribution (e.g., general solicitation, paraphernalia sales, fundraising event).

b. Information about every fundraising event including, but not limited to, campaign rallies, raffles, beer or cocktail parties, cash bars, dinners at which cash was collected. The information shall include the total amount of contributions collected at the event; the total number of contributors; the total number in attendance at the event; and the total cost incurred in conducting the event. Any announcement or other written publicity of the event shall be attached.

2. When Filings Must Be Made

a. Every candidate, slate and independent committee shall file a monthly CCER on or before the fifteenth (15th) day after the end of each calendar month. If the 15th falls on a weekend or holiday, the deadline for submission will be the next business day.

b. The first CCER from any candidate, slate and independent committee must include all requested information retroactive to the first contribution and the first expenditure for the rerun election. Each succeeding CCER must include all requested information not included in prior CCERs.

c. A CCER for the month of *October*, 1998 must be filed by candidates, slates and independent committees and received at the Election Office in Washington, D.C. by noon on *October 30*, 1998. This report shall be delivered by hand or facsimile to the designated representatives of slates and independent candidates. This CCER must report as expenditures all obligations agreed upon, whether or not an actual invoice has been received or paid, and all expenditures projected through the end of the election. No extensions of this date will be granted. Candidates who file this CCER late will be fined. This filing shall be in lieu of the filing regularly due on *November 15*, 1998.

3. Exchange of CCERs

At the time of filing each CCER, independent candidates and slates shall transmit a copy of the CCER to the slate representatives and to all candidates not affiliated with slates. The Election Officer shall provide a list of the names and addresses of slate representatives and unaffiliated candidates.

4. Record Keeping

a. It is the responsibility of each candidate, slate and independent committee to keep records sufficient to

⁴ On July 27, 1998, the Election Officer received affidavits from candidates that had joined slates, stating that contributions had been returned to members whose combined donations exceeded the \$1,000 limit.

⁵ For this CCER, each slate and independent candidate shall designate a representative in Washington, D.C. for receipt of the CCERs.

demonstrate compliance with the *Rules* and the Rerun Plan, including but not limited to records of all reportable transactions. Each candidate, slate and independent committee is subject to audit by the Election Office without notice.

b. It is the responsibility of each candidate, slate and independent committee to make certain that all contributions, whether in cash or by check, are made only by members. Prior to confirmation of membership status, contributions shall not be deposited or used. The General Secretary-Treasurer's office of the IBT shall, upon request, provide prompt advice as to membership based upon TITAN records (or non-TITAN records in the case of those locals).

5. Special Daily Reporting Requirements

Starting on October 19, 1998 and continuing through November 4, 1998, each candidate, independent committee and slate shall submit a daily report to the Election Office of all receipts and expenditures. The Election Office will distribute rules for these daily reports on October 2, 1998.

C. Vendor Reports

A candidate or slate that pays or contracts for goods or services for the rerun election in an aggregate amount of \$5,000 or more from a vendor that has performed work for the IBT or any of its subordinate bodies within the past 12 months, shall file a disclosure, on a form provided by the Election Officer, of the terms of the agreement and the identity of the IBT bodies for which the vendor has worked. Candidates or slates shall file this disclosure form with the Election Officer and shall also send it to all independent candidates and slate representatives. Such disclosure does not apply to banks, telephone companies, utility companies or the United States or Canadian postal services.

D. Retroactivity

The contribution limits and requirements of Section IV apply retroactively to August 21, 1997, the day the Election Officer's Application X for Approval of a Rerun Election Plan was filed with the District Court.

VI. RULES FOR THE RERUN ELECTION

A. Except where their provisions are inconsistent, this Rerun Plan supplements, but does not replace, the *Rules*.

Where the provisions of the Rerun Plan and the *Rules* are inconsistent, the terms of the Rerun Plan govern. Otherwise, the *Rules* remain in full force and effect.

B. Prior to the rerun of the International officer election, the Election Officer may issue supplemental rules and procedures with respect to the conduct of the rerun election.

VII. TIME LINE FOR RERUN ELECTION

As directed by the District Court, the following schedule shall govern the rerun election:

- October 5, 1998: Notice of Election posted at work
 - sites and local unions
- October 12, 1998: Hiatus on Union publications
 - begins
- November 2, 1998: Mailing of Rerun ballots to IBT
 - members
- December 3, 1998: Deadline for return of ballots;

begin Rerun Election count; hiatus on union publications ends.

Michael G. Cherkasky Election Officer

September 15, 1998

Washington, D.C.

⁶ On January 9, 1998, the Election Officer issued a letter explaining to candidates how to comply with this recordkeeping requirement. Copies of the letter may be obtained, upon request, from the Election Office.

⁷ Attorney/vendors that do legal work for campaigns must file and send to all other slate representatives and independent candidates a "Statement of Vendor Disclosure," completed with the exception of IBT client information required in Section 2. The information under Section 2, the identity IBT bodies for which the attorney has worked in the last 12 months, shall be provided solely to the Election Officer. This interpretation is set forth in a December 16, 1997 letter from the Election Officer to the candidates. Copies of the letter may be obtained, upon request, from the Election Office.

List of Slates and Independent Candidates (Listed by Office)

Canadian Mem- bers Issues First Slate	Hoffa Unity Slate	Louis Lacroix Team Canada Slate	Tom Leedham "Rank and File Power" Slate	John Metz Slate	Independent Candidates
	General President Jim Hoffa		General President Tom Leedham	General President John Metz	
	General Secretary- Treasurer Tom Keegel		General Secretary- Treasurer John McCormick	General Secretary- Treasurer Tom Sever	General Secretary- Treasurer Kenneth Hollowell
	At-Large Vice President Randy Cammack Chester Glanton Tom O'Donnell Fred Gegare Ralph Taurone		At-Large Vice President Willie Smith Doug Webber Diana Kilmury John Riojas	At-Large Vice President Jack Cox Sergio Lopez John Green Bill Bounds	At-Large Vice President Robert Spearman C. Sam Theodus
	International Trustee José Cadiz Ron McClain John Steger		International Trustee Dave Eckstein Kim Shanahan	International Trustee Mel Kahele Lanita Miller Maria Perez	
	Eastern Region Vice President Jack Cipriani Dan DeSanti John Murphy Richard Volpe		Eastern Region Vice President Rick Dade Eddie Kornegay Tom Gilmartin	Eastern Region Vice President John Morris Joe Padellaro Patrick DeFelice	Eastern Region Vice President George W. Cashman
to reine such slabes this purpose. Such ditures in the terum regate life, pisce in tions from lands so	Western Region Vice President Chuck Mack Jon Rabine Jim Santangelo		Western Region Vice President Bob Hasegawa Maria Martinez Ken Mee	Western Region Vice President Raul Lopez Mark Shumar	Western Region Vice President Ed J. Mireles
	Southern Region Vice President J.D. Potter Ken Wood		Southern Region Vice President Mike McGowan Doug Mims		Southern Region Vice President Aaron Belk
Teamsters Canada Vice President Wayne Maslen Rob Fletcher	Teamsters Canada Vice President Tom Baldwin Garnet Zimmerman	Teamsters Canada Vice President Joe McLean Larry McDonald			

NOTICE OF RERUN ELECTION

International Brotherhood of Teamsters (IBT)

The rerun election of International officers will be conducted by mail ballot. The positions to be elected are: General President, General Secretary-Treasurer, five At-Large Vice Presidents, three International Trustees and 11 Regional Vice Presidents chosen by the members in each region (four from the Eastern Region, three from the Western Region, two from the Southern Region and two from Teamsters Canada).

On or about November 2, 1998, the court-appointed Election Officer will mail a ballot to all IBT members. The Election Officer and his staff will perform all tasks related to the mailing and counting of ballots.

TO BE ELIGIBLE TO VOTE, a member must have his or her dues paid through November 1998. Members may become eligible by paying any unpaid dues and initiation fees at their local union by the close of business on December 2, 1998. Members whose dues are paid by employer checkoff can still vote even if the employer has not yet provided those dues to the local union. For a full statement of the rules governing voting eligibility, please see Article VI of the 1996 Election Rules.

TO VOTE:

- Use a pencil or either a black or blue pen to mark your ballot or the ballot may not be read by the ballot counting machine.
- ⇒ Fill in the oval to the left of the names of the candidate(s) or slate of your choice.
- → If you fill in the oval next to a slate name, your ballot will be counted as a vote for every candidate on that slate. Any other marks that you make on the ballot which conflict with the slate vote will be ignored.

- → You can vote for individual candidates, whether or not they are on a slate, so long as the total number of votes is not greater than the total to be elected to that office.
- → Do not put your name or any information which identifies you on the ballot, or it will not be counted.
- → After you have marked your ballot, put your ballot into the "Secret Ballot Envelope" and seal it.

 This envelope protects the secrecy of your ballot.
- → Place the "Secret Ballot Envelope" in the Return Envelope, then seal and mail the Return Envelope. The information printed on the Return Envelope will identify you as an eligible voter. Do not remove, change, or cover up the information, or your vote will not be counted. Your vote will remain secret because the "Secret Ballot Envelope" containing your ballot will be removed from the Return Envelope and mixed with other "Secret Ballot Envelopes" before it is opened.

The Election Officer must receive your ballot by 9:00 a.m. (EST) on December 3, 1998. Only those ballots properly received by the Election Officer by this date and time will be counted. The ballot count will begin after 10:00 a.m. (EST) on December 3, 1998, at 2034 Eisenhower Avenue in Alexandria, Virginia.

If your address has changed recently, or you do not receive a ballot by November 16, 1998, or if you have any questions about this election process, call 1-800-565-VOTE [in the Washington Metropolitan Area, dial (202) 624-3500].

No person or entity shall limit or interfere with the right of each IBT member to independently determine how to cast his or her vote and to cast and mail the ballot himself or herself. The Election Officer shall not hesitate to impose the most severe sanctions for violation of the prohibition against solicitation of a member's ballot by any other Union member, officer, business agent, steward or other person, including, but not limited to, referring the matter to the United States Attorney for the Southern District of New York for the institution of contempt proceedings and, where appropriate, disqualifying the candidate on whose behalf ballots were solicited. In addition, violation of this prohibition may subject the violator to criminal prosecution under all applicable provisions of the United States Code, including, but not limited to, 18 U.S.C. Sections 241, 1503, and 1509.

ANUNCIO DE NUEVA VOTACIÓN ELECTORAL

Hermandad Internacional de Tronquistas, Choferes, Guardalmacenes y Auxiliares de América [IBT, por sus siglas en inglés]

a nueva elección de los Oficiales Internacionales se hará por votación a través de correo. Se elegirán las siguientes posiciones: Presidente general, Secretario-Tesorero general, cinco Vicepresidentes Generales, tres Fideicomisarios Internacionales y 11 Vicepresidentes Regionales escogidos por los miembros de cada región (cuatro del Este, tres del Oeste, dos del Sur y dos de la Hermandad de Canadá).

El 2 de noviembre de 1998, o alrededor de ese día, el Oficial Electoral nombrado por la corte enviará las papeletas de voto a todos los miembros de IBT por correo. El Oficial Electoral y su equipo llevarán a cabo todo proceso que involucre el envío de las papeletas y el escrutinio de los votos.

PARA SER ELEGIBLE PARA VOTAR, un miembro debe tener el pago de sús cuotas al día hasta noviembre de 1998. Un miembro puede volver a ser elegible para votar si paga sus cuotas atrasadas o gastos de inicio en su oficina del sindicato local no más tarde del 2 de diciembre de 1998. Aquellos miembros cuyas cuotas son deducidas directamente de su planilla de pagos, podrán votar incluso si su empleador no ha efectuado el pago al sindicato local. Para información detallada y completa acerca de las reglas que rigen la elegibilidad de los votantes, por favor vea el Artículo VI de las Reglamentaciones Electorales de 1996.

PARA VOTAR:

- ➡ Use un lápiz o una pluma azul o negra, para marcar su papeleta de voto o no podrá ser leída por la máquina de recuento de votos.
- ➡ Llene el óvalo que está a la izquierda del nombre del (los) candidato(s) o de la lista de su preferencia.
- → Sí usted rellena el óvalo que está al lado de una lista, su voto contará como un voto para cada candidato de esa lista. Cualquier otra marca que usted haga en la papeleta de voto que no concuerde con la lista de votación, será ignorada.

- → Usted puede votar por candidatos individuales, estén o no en una lista, en tanto que el número total de votos no sea mayor que el total que puede ser elegido para esa oficina.
- → No ponga su nombre ni ninguna otra información que lo identifique a usted en la papeleta de voto o será anulada.
- → Después de que haya marcado su voto en la papeleta, póngala en el "Sobre de Votación Secreta" y ciérrelo. Este sobre protege la naturaleza secreta de su voto.
- → Coloque el "Sobre de Votación Secreta" dentro del Sobre de Retorno, ciérrelo y envíelo por correo. La información imprentada en el Sobre de Retorno lo identificará como un votante elegible para participar en esta votación. No remueva, cambie ni cubra esta información, o su voto no será contado. Su voto permanecerá secreto porque el "Sobre de Votación Secreta" en el que se encuentra su papeleta de voto, será removido del Sobre de Retorno y mezclado con los otros "Sobres de Votación Secreta" antes de que se abran.

El Oficial Electoral debe recibir su voto no más tarde de las 9 a. m. ("EST") del 3 de diciembre de 1998. Solamente aquellas papeletas de voto que hayan sido recibidas por el Oficial Electoral hasta la fecha y hora fijada serán válidas. El escrutinio de los votos comenzará después de las 10 a. m. ("EST") del 3 de diciembre de 1998 en la 2034 Avenida Eisenhower en Alexandria, Virginia.

Si usted ha cambiado de dirección recientemente, no ha recibido su papeleta de voto para el 16 de noviembre de 1998 o tiene cualquier pregunta en relación a este proceso electoral, por favor llame al 1-(800) 565-VOTE (en el àrea metropolitano de Washington, llame al 202-624-3500).

Ninguna persona o entidad puede limitar o interferir con el derecho que tiene cada miembro del IBT para, independientemente, decidir sobre su voto y enviarlo por correo él mismo. El Oficial Electoral no debe dudar en imponer las más severas sanciones a cualquier miembro del Sindicato, oficial, representante de la empresa, administrador o a cualquier otra persona por el delito de violación de la prohibición de solicitar la papeleta de voto de un miembro. Estas sanciones incluyen, pero no se limitan a, referir el asunto a la Fiscalía de los Estados Unidos para el Distrito del Sur de Nueva York para iniciar acción por desacato y, en caso de juzgarse apropiado, descalificar al candidato en cuyo nombre se solicitaban las papeletas de voto. Además, el no obedecer esta prohibición puede dejar al causante del delito sujeto a juicio, bajo todas las provisiones aplicables del Código de los Estados Unidos, incluyendo, pero no limitado a, 18 U.S.C. Secciones 241, 1503 y 1509.

AVIS D'ÉLECTION (2ND TOUR)

Fraternité Internationale des Teamsters (IBT)

L'élection des Dirigeants internationaux (2nd Tour) se fera par scrutin postal. Les postes à pouvoir par voie d'élection sont les suivants: Un Président général, Un Secrétaire général-Trésorier, Cinq Vice-présidents généraux, Trois Syndics internationaux et 11 Vice présidents régionaux à élire par les membres dans chaque région (dont Quatre postes par les membres de la Région ouest, Trois postes par les membres de la Région sud et Deux postes par les membres de Teamsters Canada.)

Le ou vers le 2 novembre 1998, le Commissaire électoral désigné par les Tribunaux enverra par la poste un bulletin de vote à tous les membres de la IBT. Le Commissaire électoral et son personnel réaliseront toutes les fonctions d'envoi et de dépouillement des bulletins de vote.

POUR ÊTRE ÉLIGIBLE À VOTER, le membre doit être à jour avec ses cotisations syndicales jusqu'à la fin du mois de novembre 1998, le membre peut devenir éligible à voter en payant ses arriérés de cotisation ou ses droits d'adhésion avant la fin des heures normales d'ouverture du bureau de sa section syndicale locale au plus tard le 2 décembre 1998. Aucun membre ne sera déclaré inéligible à voter en raison d'un retard ou d'un défaut de la remise à la Section syndicale locale des cotisations par son employeur, lorsque l'employeur aura retenu les dites cotisations syndicales moyennant le consentement libre du membre, tel que prévu dans les dispositions d'une convention collective. Pour une description complète des règles d'éligibilité, voir l'Article VI du Code électoral de 1996.

POUR VOTER:

- → Marquez votre bulletin de vote au crayon à papier ou au stylo bleu ou noir. En faisant autrement, vous risquez que votre bulletin ne soit pas compter.
- → Remplissez la case ovale à la gauche du nom du(des) candidat(s) ou de l'équipe de votre choix.
- ➡ Si vous choisissez la case ovale d'une équipe, votre bulletin de vote comptera comme une vote pour chaque candidat(e) se trouvant sur la liste. Toutes autres marquées faites sur le bulletin qui sont en conflit avec votre choix ou une équipe seront ignorées.

- → Vous pouvez voter pour des candidats individuels, qu'ils fassent ou non partie d'une équipe, dans la mesure ou le nombre total de votes que vous exprimez (y compris pour d'une équipe incomplète) ne dépasse pas le nombre de personnes a élire au poste visé.
- → Vous devez n'écrivez ni signer votre surnom, prénom, et d'autres informations personnelles sur le bulletin de vote qui puissent vous identifier en aucune manière.
- → Après avoir rempli votre bulletin de vote, placez-le dans l'enveloppe marquée "Scrutin secret" et scellezle. Cette enveloppe vous assurera la confidentialité de votre vote.
- → Mettez l'enveloppe marquée "Scrutin secret" avec son contenu dans l'enveloppe de retour, puis scellez cette dernière enveloppe et postez-le dans le courrier.
- → À titre d'information, l'information portant votre adresse sur l'enveloppe de retour sert à vous identifier comme membre éligible à voter. Vous ne devez ni enlever, ni modifier ni cacher cet information. Votre vote demeurera secret car l'enveloppe de scrutin secret contenant votre bulletin de vote sera séparée de l'enveloppe de retour. Ensuite, elle sera mélangée avec d'autres enveloppes de scrutin secret avant qu'on procède à l'ouverture des enveloppes et au dépouillement des bulletins de vote.

Votre bulletin de vote doit parvenir au Commissaire électoral au plus tard le 3 décembre 1998 à 9 heures (E.S.T.). Seuls les bulletins de vote reçus en bonne et due forme par le Commissaire électoral avant l'heure et la date prévues seront dépouillés.

On se débutera au dépouillement du scrutin après 10 heures (E.S.T.) le 3 décembre 1998 à l'adresse suivante: 2034 Eisenhower Avenue, Alexandria, Virginie, USA.

Si, au 16 novembre 1998, vous n'avez pas reçus de bulletin de vote, si votre adresse a changé récemment ou si vous avez des questions sur le déroulement du scrutin, téléphonez immédiatement au numéro vert: 1-(800) 565-VOTE (à Washington, D.C et ses banlieues, composez le 202 624-3500).

Aucune personne ou association n'a le droit de entraver ou de limiter le droit d'un membre de l'IBT de choisir pour qui voter, de remplir lui-même son bulletin de vote et de mettre son bulletin de vote à la poste. Le commissaire électoral a plein pouvoir d'imposer sanctions les plus sévères à l'endroit de toute violation de l'interdiction d'entraver le vote libre d'un membre, ladite interdiction recouvrant les autres membres du Syndicat, les dirigeants, les agents d'affaires et le représentants syndicaux ou toute autre personne. Sans s'y limiter, les dites sanctions peuvent comporter le transfert au Solliciteur général des États-Unis pour la Circonscription sud de New York en vue de l'engagement de poursuites pour outrage au Tribunal ainsi que, le cas échéant, la disqualification du candidat en faveur duquel le(e) vote(s) libre(s) aura(ont) été entravé(s). En outre, la violation de cette interdiction pourrait entraîner des poursuites judiciaires contre le contrevenant, conformément à toutes les dispositions pertinentes du Code des États-Unis, y compris, entre autres, les Articles 241, 1503 et 1509 du 18 U.S.C..

!IMPORTANT!

VOTING INSTRUCTIONS

You will soon be receiving your ballot in the mail for the Teamsters International Officer Rerun Election.

Be sure to carefully read the instructions on how to vote.

The instructions in English are located on the following page. You can use the sample ballot to help you in filling out your ballot correctly if you need assistance.

INSTRUCCIONES PARA EL VOTO

(SPANISH)

Pronto recibirá en el correo su papeleta de voto para votar en la nueva elección de los Oficiales del Sindicato de la Hermandad Internacional de Tronquistas.

Asegúrese de leer estas instrucciones sobre como votar.

Las instrucciones en español están en la siguiente página. Si usted necesita ayuda para llenar correctamente la papeleta de voto, puede ver como ejemplo el voto simulado.

INSTRUCTIONS DE VOTE

(FRENCH)

Veuillez suivre attentivement ces instructions pour savoir comment voter correctement.

Veuillez suivre attentivement ces instructions pour savoir comment voter correctement.

Le mode d'emploi en français figure dans les pages qui suivent celle-ci. Vous pouvez utiliser en cas de besoin, le bulletin-échantillon afin de vous assister pour le remplissage de votre propre bulletin.

Vote Vote Votez

How to Cast Your Vote

on or about November 2, you will receive a ballot in the mail for the Rerun Election of Teamsters International Officers. To make sure that your vote will be counted, please read the following steps carefully:

*Use a PENCIL or either a BLACK or BLUE PEN to mark your ballot.

Fill out your ballot yourself. Do not let anyone else fill out your ballot for you!

To vote, fill in the oval(s)
to the left of the candidate(s) or slate your choice, as shown here
•. Use a PENCIL or a BLACK or BLUE PEN to mark your ballot. Do not mark the oval with a check (✓), an (✗) or a dot (•), otherwise the counting machine may not read your ballot correctly.

The ballot will tell you the number of candidates to be elected for each

office. Do not vote for more candidates than you are allowed. Any votes that exceed this number will not be counted. The sample ballot presented below will show you how to vote.

Do not write, make any other marks or put your name or any information which identifies you on the ballot, or it will not be counted.

Put your voted ballot in the "Secret Ballot Envelope". This envelope will guarantee that your vote remains secret.

Place the "Secret Ballot Envelope" into the "Return Envelope" which is already stamped with pre-paid postage.

The information on your return envelope will identify you as an eligible voter. Do not remove this information, change it, or cover it up. Your vote will remain secret because the Secret Ballot Envelope containing your ballot will be removed from the Return Envelope and mixed with other Secret Ballot Envelopes before it is opened and your ballot is counted.

Mail your ballot yourself!!

It is a violation of the Election Rules to allow someone else to mail your ballot for you!

Ballot for The Election of Officers

International Brotherhood of Teamsters

Vote for no more than one (1) General President, One (1) General Secretary-Treasurer.

Five (5) At-Large Vice Presidents, Two (2) Regional Vice Presidents

If you fill in the oval here, you have finished voting because the **Bear Slate** is a **full slate**. It has the total number of candidates you can vote for: 1 President; 1 Sec.- Treas.; 5 At-Large Vps, 2 Regional Vps and 3 Int'l Trustees. By filling in the oval by the slate name, you have voted for **all** the candidates on this slate.

A Teamsters	B National Recipiention	C December 3, 1998
OBear Slate	Cion Slate	○ Wolf Slate
General President John Adams	General President Abe Lincoln	Indiana (manufi manuficana)
General Secretary-Treasurer Samuel Gompers	General Secretary-Treasurer Walter Reuther	General Secretary-Treasu Mark Twain
At-Large Vice President Al Goldman A.P. Randolph A.Mackenzie W.E. Du Bois James Madison	At-Large Vice President Daniel Webster B. " Washington Mary " Jones	Interest in the second control of the second
Regional Vice President OS!- Jlivar OF. D. Nojseven	Regional Vice President Walt Whitman Bill Hayward	Carry Shurg Emily Dicking
International Trustee Ben Henry Susan B. Anthony Nathan Hale	International Trustee John Henry Frederick Douglass John Steinbeck	
	INDEPENDENT CANDIDATES	

O F. Nightingale

Carl Sagan

If you fill in the oval here, you have voted for all the candidates on the Lion Slate. You can also vote for 2 more At-Large Vps because the Lion Slate has only 3 of the 5 At-Large Vps to be elected. You can pick 2 more At-Large Vps from the Bear Slate or the list of Independent Candidates.

Instead of voting for a slate, you can pick individual candidates from the slates and the list of Independent Candidates. Vote for no more than the number of candidates allowed for each office by filling in the ovals next to your choices.

Como Votar

2 de noviembre de 1998, o alrededor de esa fecha usted recibirá por correo una papeleta de voto para la nueva elección de los Oficiales Internacionales. Para asegurar que su voto sea contado, por favor lea los siguientes pasos cuidadosamente:

*Use un lápiz o una pluma azul o negra para marcar su papeleta de voto.

Llene su papeleta de voto usted mismo (a). No deje que nadie lo haga por usted.

Para votar, llene el óvalo que está a la izquierda del nombre del (los) candidato (s) o de la lista de su preferencia, así como está demostrada

■. Use un lápiz o una pluma azul o negra para marcar el (los) óvalo (s) en su papeleta de voto. No marque el óvalo con un (), una () o un punto (•), si no la máquina de contar no podrá leer la papeleta de voto correctamente.

3 Su papeleta de voto le dirá cuantos candidatos serán elegidos

para cada puesto. No vote por mas del número indicado o su voto para ese puesto no será contado. La papeleta de voto simulado que está más abajo muestra como votar.

No escriba, no ponga otras marcas y no ponga su nombre o información que le identifique en la papeleta de voto, si no el voto no contará.

Ponga su papeleta con su voto en el sobre marcado "Secret Ballot Envelope" (Sobre de Voto Secreto). El uso de este sobre garantiza que su voto se mantenga secreto.

Ponga el "Sobre de Voto Secreto" en el "Sobre de Retorno," el cual ya tiene franqueo pagado.

La información imprentada en el Sobre de Retorno lo identificará como un votante elegible para participar en esta votación. No remueva, cambie ni cubra esta información. Su voto permanecerá secreto porque el Sobre de Voto Secreto que contiene su voto se lo sacará del Sobre de Retorno y se lo mezclará con los otros Sobres de Voto Secreto antes de ser abierto y de que su voto sea contado.

¡Envie Usted Mismo (a) Su Papeleta De Voto!

¡Es una violación de las reglas Electorales si se lo da a otra persona para que se lo envie por correo!

Ballot for The Election of Officers

International Brotherhood of Teamsters

Si usted llena este óvalo, usted ya ha hecho su voto porque la Lista Oso es una lista completa. Tiene el número total de candidatos por los que usted puede votar - 1 Presidente General, 1 Secretario-Tesorero General, 5 Vicepresidentes Generales, 2 Vicepresidentes Regionales y 3 Fideicomisarios Internacionales. Al llenar el óvalo del nombre de la lista, usted ha votado por todos los candidatos de la lista.

Vote for no more than one (1) General President, One (1) General Secretary-Treasurer. Five (5) At-Large Vice Presidents, Two (2) Regional Vice Presidents and VOTO SIMULADO C December 3, 1998 C Lion Slate Wolf State General President General President John Adams Abe Lincoln General Secretary-Treasure General Secretary-Treasurer General Secretary-Treasurer Samuel Gompers Walter Reuther Mark Twain At-Large Vice President At-Large Vice President O Daniel Webster B. Washington

Mary Jones OA.P. Randolph A.Mackenzie W.E. Du Bois

James Madison Carl S. "burg

Emily Dickinso Regional Vice President Regional Vice President Walt Whitman OF. D. no)Seven Bill Hayward International Trustee International Trustee OBen Henry Frederick Douglass

John Steinbeck 0 OSusan B. Anthony Nathan Hale 43 INDEPENDENT CANDIDATES At-Large Vice President -President C Eleanor Roosevelt O Joe Hill Carl Sagan F. Nightingale Eugene Debs

Si usted llena este óvalo. usted ha votado por todos los candidatos de la Lista León. Usted también puede votar por 2 Vicepresidentes Generales más porque la Lista León solo tiene 3 de los 5 Vicepresidentes que serán elegidos. Usted puede elegir 2 Vicepresidentes Generales de la Lista Oso o de la lista de Candidatos Independientes.

En vez de votar por una lista, usted puede votar por candidatos individuales de las listas y de la lista de Candidatos Independientes. Vote solo por el número de candidatos permitidos para cada puesto llenando los óvalos junto a sus selecciones.

Comment Voter au Scrutin

e ou vers le 2 novembre, vous allez recevoir un bulletin de vote par voie postale pour l'Élection des Dirigeants internationaux de l'IBT (2nd Tour). Afin de vous assurer que votre votera comptera, respectez scrupuleusement les consignes suivantes:

*Marquez votre bulletin de vote au crayon ou au stylo noir ou bleu.

Débord, remplissez vous-même votre bulletin de vote. Ne permettez à personne de le faire à votre place!

Pour voter, remplissez complètement la case ovale située à la gauche du nom de l'équipe et des candidat(s) de votre choix comme indiqué ici Marquez votre bulletin de vote au crayon ou au stylo noir ou bleu. Ne marquez pas l'ovale avec un (🗸), un (X) or un point (•).

Le bulletin vous dira combien de candidats sont à élire pour chaque poste. Ne votez pas pour un nombre plus élevé de candidats, sinon, votre

vote pour ce poste ne comptera pas. Le bulletin-échantillon ci-dessuous vous démontre comment voter

N'écrivez ni signez <u>rien</u> sur votre bulletin de vote ou sur les enveloppes, comme information ou commentaire, qui peut vous identifier en aucune manière.

Après avoir voté, placez votre bulletin de vote dans l'enveloppe "de scrutin secret". L'utilisation de cette enveloppe vous assure la confidentialité de votre vote.

6 Mettez le bulletin de scrutin secret dans l'enveloppe de retour déja

pré-affranchie pour la poste.

L'information vous concernant sur l'enveloppe de retour vous identifiera comme membre éligible à voter.

N'enlevez pas, ne modifiez pas et ne cacher l'information. Votre vote restera secret car l'enveloppe de scrutin secret contenant votre propre bulletin de vote sera enlevee de l'enveloppe de retour.

Elle sera ensuite mélangée avec d'autres enveloppes de scrutin secret avant qu'on procède à l'ouverture de toutes les enveloppes et au dépouillement des bulletins de vote.

Mettez vous-meme votre bulletin de vote au courrier.

Il est interdit par les Règles d'élection que vous permettre quelqu'un d'autre de poster votre bulletin.

Si vous remplissez la case ovale ici, vous aurez fini de voter, car l'Équipe des Ours est une équipe complete. Elle comprend le nombre total de candidats que vous pouvez choisir, 1 Président, 1 Secrétaire-Trésorier, 5 Vice-Présidents généraux, 2 Vice-Présidents régionaux et 3 Syndics internationaux. En remplissant la case ovale à côté du nom de l'équipe, vous aurez voté pour tous les candidats membres de cette équipe.

Five (5) At-Large Vice Pr	residents, Two (2) Regional Vice I e (3) Internalia TIN-ECHANT	Presidents and
A Teamsters	B National Residention	C December 3, 1998
Bear Slate	Cion Slate	○ Wolf Slate
General President John Adams	General President Abe Lincoln	
General Secretary-Treasurer Samuel Gompers	General Secretary-Treasurer Walter Reuther	General Secretary-Treasure Mark Twain
Al-Large Vice President Al Goldman A.P. Randolph A.Mackenzie W.E. Du Bois James Madison	Al-Large Vice President Daniel Webster B. " "Jackington Mary " Jones	361
Regional Vice President o	Regional Vice President Walt Whitman Bill Hayward	Carr durg Emily Dicking
International Trustee Ben Henry Susan B. Anthony	International Trustee John Henry Frederick Douglass	
Nathan Hale	O John Steinbeck	
	INDEPENDENT CANDIDATES	
At-Large Vice President Eleanor Roosevelt Carl Sagan Eugene Debs	Region -President Joe Hill F. Nightingale	

Si vous remplissez la case ovale ici, vous aurez voté pour tout les candidats de l'Équipe des Lions. Vous pouvez voter egalement pour deux autres Vice-Présidents généraux car l'Équipe des Lions comprend seulement 3 des 5 Vice-Présidents généraux à élire. Vous pouvez choisir 2 autres Vice-Présidents généraux à partir de l'Équipe des Ours ou de la liste de candidats indépendants.

Au lieu de voter pour une équipe, vous pouvez choisir des candidats indépendants parmi les listes d'équipes ou à même la liste des candidats indépendants.

Remplissez les cases ovales à côté du nom des candidats de votre choix mais ne choisissez pas plus de noms que le nombre maximal de candidats pour chaque poste à pouvoir.

CANDIDATE CAMPAIGN CAMPAIGN MATERIAL

for
The 1996 International
Officer Rerun Election

Vote Vote Votez

ATTENTION ALL TEAMSTERS!

A Message from Michael G. Cherkasky, Election Officer

rticle VII, Section 10 of the *Rules for the 1995-1996 IBT International Union Delegate and Officer Election ("Rules")* permits candidates who have been nominated for International office to have campaign literature of their choice published in this issue of *The Teamster*. The Election Officer is affording the same right in the Rerun Election. Each nominated candidate will receive space in the magazine based upon the position sought (e.g. General President, 1 page; General Secretary-Treasurer, 3/4 page, International Vice President, 1/2 page, Trustee, 1/4 page).

The purpose of this rule is to promote fair, honest and open union elections.

The ideas expressed in these materials are solely those of the nominated candidates. They do not reflect, in any way, the views of the International Brotherhood of Teamsters ("IBT"), any affiliated Unions, or the Election Officer. Nor did the IBT or the Election Officer alter any of these candidate materials. They come directly from the candidates to Teamster members.

The *Rules* provide that materials from slates appear first before materials of individual candidates. The order of the slates and individual candidates was determined by lot.

Michael G. Cherkasky

Election Officer

Only ONE in every fifteen Teamster members is a Canadian!



The Louis Lacroix

TEAM CANADA

Slate

has only ONE goal—standing up for Canadian members!



JOE MCLEAN

International **Vice-Presidents** for Canada



LARRY McDonald

- Keep our Canadian union dues here in Canada
- Make our Canadian local unions accountable to our members here in Canada
- Protect Canadian Teamster rights to make our own decisions here in Canada



FOR TEAMSTERS CANADA VICE PRESIDENT ELECT LEADERSHIP THAT WORKS FOR THE MEMBERS WAYNE MASLEN AND ROB FLETCHER



CANADIAN MEMBERS ISSUES FIRST SLATE

LOCAL UNION LEADERS WILL BE ACCOUNTABLE TO THE RANK AND FILE.
LOCAL UNION LEADERS LIKE RAY BARTOLOTTI AND CLAY NICKERSON WHO
BETRAY THE MEMBERS TRUST WILL HAVE NO PLACE IN THE TEAMSTERS



Ray Bartolotti and Clay Nickerson of Local 938 in Toronto are examples of what is wrong with the Teamsters Union. Their conduct does not help the rank and file member and in actual fact damages the reputation of all Canadian Teamsters and the integrity of our union.

In their first week as President and Secretary Treasurer of Local 938 both Bartolotti and Nickerson gave themselves huge pay increases, Bartolotti took a \$26,000 increase and Nickerson took a \$16,000 increase, Bartolotti now earns well over \$100,000 per year as President of Local 938. Consider that Bartolotti's pay increase was 34 X the pay increase he negotiated for Local 938 members at Pepsi.



Bartolotti hired a convicted felon as an organizer. In June of 1998 Bartolotti and the Executive Board of Local 938 hired Sean Floyd a man directly responsible for the worst scandal in Canadian Teamster history. He was convicted of taking a \$255,000 pay off from employers for labour peace while he was President of Teamsters Local 419. He also threatened employers and their families with death hoping to extort money from them.

IS THIS WHAT WE WANT IN TEAMSTER LEADERSHIP?

CANADIAN MEMBERS ISSUES FIRST SLATE A UNION RUN BY MEMBERS FOR THE MEMBERS RANK AND FILE BILL OF RIGHTS

- Member complaints and grievances will be dealt with quickly, no member should have to wait months to have a
 grievance or complaint dealt with.
- 2. All elected Teamster officials to limit salary increases to the average increase negotiated for Teamster members.
- 3. Expanded training for stewards and rank and file members. Educate rank and file Teamsters on their rights as
- 4. Guarantee that members are not punished for expressing their political opinions, Wayne Maslen was fired as a Business Agent and forced to resign an elected position by Ray Bartolotti, Maslen and Fletcher will see that there is no retaliation of any kind.
- 5. Will stand up for member rights in contract negotiations, Maslen and Fletcher opposed the Teamster establishment in the last set of Purolator negotiations, they fought for the members when no one else would.

Wayne Maslen

Teamster member for 33 years.

Served as Recording Secretary and Business Agent for local 938.

Extensive experience representing Purolator and UPS members.

He currently works as a dock employee at Reimer Express.

Member of Local 938 in Mississauga Ontario.





OUR UNION
BELONGS TOTHE MEMBERS
CANADIAN ISSUES
FIRST SLATE

Rob Fletcher

Teamster member for 20 years.

Currently Secretary Treasurer and Business Agent for Local 141.

Extensive Experience in contract negotiation.

Former driver with TST Overland Express.

Member of Local 141 in London Ontario.



 $^{ ext{ iny }}$ he vast majority of Teamsters believe in basic democratic fairness. They're worried about job security and they want change in moderation. When I am General President, our union is going to use methods that work in today's world. We are going to bring the members together to work on building a strong significant union."

For strong, progressive leadership-Elect the John Metz Slate



Who's behind the movement promoting Tom Leedham to head up the Teamster Union?



People who generally support far left views and approach matters in an over zealous manner. Many belong to TDU (Teamsters For A Democratic Union) operated by a steering committee of approximately 18 persons. Tom Leedham was anointed by this small group as their candidate.

TDU is supported by less than 5 percent of the Teamster membership. The zealots, who represent the core of their organization, suffer from tunnel vision. Their chief organizer, Ken Paff, is not a Teamster. This hampers their membership and is reducing their following. They prey on the teamster general membership's gains and pains.

The far left extremist views of the TDUsers and the far right conservative views of the Junior Hoffa movement have created an ongoing civil war within our union that has lasted more than 10 years. Neither side can bring together a majority to follow its agenda.

It's Time to End Our Civil War!

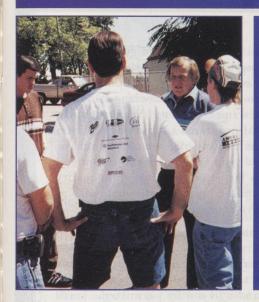
It's Time for Progressive Leadership to Bring us All Together!

It's Time For John Metz!

Metz is for Members!







 $^{\prime\prime}I$ don't believe in the status quo or in extremism. I am running so we can move this union forward. I refuse to be a rubber stamp for the old-guard mentality. When I am General President, our union will be rooted in the members, involving the rank and file in the decision making process...educating... mobilizing...and organizing."

Who's behind the movement promoting Junior Hoffa to head up the Teamster Union?

I hey are the so called "leaders" who support upper-level bloat and inactivity. Most of them are unwilling to get out of their chairs and into the streets. They like everything the oldfashioned way. Organizing became a low priority. Political influence and credibility faded. They created a union that seemed irrelevant. They detached from the mainstream labor movement and corrupted too many situations. They like business/type unionism. We cannot afford them any longer - there are no good old days.













Campaign Monies





"Junior turned his back on the union and its members time and time again." Junior Hoffa hasn't walked in our shoes. He talks the talk but can't walk the walk.

For strong, progressive leadership-Elect the John Metz Slate Any member who is legitimately concerned about the future of our union must read the undisputed commissioned reports Summer 1996 by Chris Bohner, Labor-Community Research Consulting. It is now available to all interested parties via the Internet at www.johnmetz.org Reports on Hoffa Junior: His record of ties to employers and

Hoffa Junior: His connections to corrupt elements in the labor movement.

John Metz Platform

When I am General President of the International Teamsters Union, I pledge to work toward a progressive union for all members: Today's Visions -- Tomorrow's Realities. Everybody wants a better future -- and each of us can do something about it.

- * During the remainder of this term of office, I will not seek out or support any per capita dues increase to the International union.
- * Within the framework of the Teamsters Constitution, I will bring spending in line to eliminate the \$1.00 monthly dues assessment presently in effect. I will end needless and reckless spending.
- ★ An Independent Strike Fund will be created.
- The rules, governance and funding will be contingent upon approval of the membership. It will operate in coordination with a rank and file steering committee. They will be given all the professional assistance needed for it to become the most effective strike fund in the labor movement. It won't come easy, but it will happen.
- * A Members' Advocate
- Department will be created which will include the Retiree Affairs Department. It will be staffed by professional and social worker personnel who will be committed to progressive labor and social issues and will work in coordination with the General President's Office. Our Teamster membership is made up of people from every imaginable walk of life and their concerns will vary from union matters to personal and family and community issues. The Members' Advocate Department will be there to advise and guide, to assist and counsel, to investigate and refer.
- * I am concerned about programs and policies that don't pertain to the majority of the membership. The majority of members, who are in smaller craft segments, are in danger of becoming "Forgotten Teamsters". We must broaden our outreach to those who are normally covered by white paper labor agreements and don't have defined pension plans, 401 (k) or

ESOP plans. They don't have good health insurance programs, paid for by employers. They normally make less than \$35,000 a year, have little to no time off and working conditions which need improvement. We must create International programs and policies tailored to meet all members' needs, because all our members should reap the benefits of union resources. It is far better to address inequality through programs and policies that help all members achieve economic security.

- ★ I won't tolerate failing grievance panels or panel members who aren't properly accountable to the members. I won't tolerate union officials on the take. Any abuses of member's rights cannot and will not be permitted. I will take strong actions against any official who engages in wrongdoing. Let's end the attacks
 - on the members' democratic rights.
 - * There will be no multiple fulltime salaries for union officials of any Teamster Affiliate who may be hired as staff to the International Union. International Representatives, other appointed personnel, and professional support employees will work in concert with local union officials and
- local membership. They will not dictate how any particular project may be accomplished. Our staff will make professional suggestions, develop strategies, assist and coordinate efforts. Where needed, project organizers will be used in the industry and craft where their knowledge is rooted.
- * In organizing campaigns such as Overnite and Federal Express, it's time we force these conglomerates to face class action lawsuits concerning workers' rights to free speech and assembly. This action, coupled with exposure to the public, would send a strong message to anti-labor employers to stop their outrageous attacks on workers. This will awaken public attention and strike home with the general public's democratic values. In addition, it will hit the employers where it hurts most--in their bank accounts.

more...

<u>John Metz Platform</u>

The way the National Labor Relations Board operates, an employer can use its provisions to paralyze or destroy an organizing campaign. Most remedies for violations are nothing more than a parking ticket to a major employer who can benefit by eliminating an organizing threat. We need to file legal suits for heavy financial damages.

* Some of the largest organizing fields today are Health Care and Public Sector employees. These employees account for more than 400,000 of the 1.5 million Teamster membership. Currently, Health Care workers are under siege and the Public Sector employees suffer greater struggles than most workers because their organizing rights are governed by state laws which in many cases are more inadequate than the National Labor Relations Act.

All workers need union representation; some more urgently than others. As the most diversified union in North America, we are going to organize, organize and organize for a secure future for all our members. Workers are fed up with having their jobs downsized, cutback, contracted out, privatized, shipped overseas or otherwise redefined. A non-union worker doesn't stand a fighting chance without a union. Times

are good for organizing!

* In 1991-1992, the Teamsters International staff of office and professional employees engaged in a Union organizing campaign to become members of OPEIU Local 2. I have always agreed whole-heartedly that America Works Best When We Say "UNION YES" and they did just that.

Once the Union was certified, negotiations, more negotiations, and needless arbitrations ensued over many months. In the interim, these employees were driven to job actions including informational picketing. This should not have happened at our International Headquarters. Our employees should be treated with dignity and respect. We should engage in good faith negotiations which result in employees having a fair and equitable contract agreement.

* Our Human Rights Commission must extend

the arm of the Teamster women's network so it can be the most effective network of its kind in the labor movement. Our Ethical Practice Committee will be expanded to help ensure compliance with the new Code of Ethics for Benefit Fund Trustees.

* We need to be ready for the 21st century, extending our reach across North America and to many other countries. Our World Wide Web site must be second to none because we are watched by our members and admirers from other unions and we need to appeal to nonunion workers who track our influence. We need to take advantage of all existing technology and of new advancing technology. By the year 2000 more than half the homes in North America will have a computer. Viewers should

> be able to tune in and obtain tangible volumes of pertinent information about the Teamster Union.

★ D.R.I.V.E. -- PAC monies will be spent at a minimum of 50% in the local area regions. All politics are local. We're going to have community based planning and we're going to play a bigger role in developing working family issues in every state house. Also, we will work closer with our Canadian and Puerto

Rican members. PAC money will be spent on issues first, candidates second. Only candidates who vote for and support working family issues will receive our contributions. No money will be given to any particular party or affiliated committees.

* Public Campaign Finance Reform is one of the most needed changes to elevate working families in this Country. It is essential that organized labor act to support legitimate reforms that eliminate the dominance of private money and allow ordinary, working people to run for office. Such reforms will enable us to compete in all elections. It would allow us to use our strength -- organizing -- to our advantage. Organizing, Educating, Voter Outreach and Registration, Candidate Training, and GOTV efforts become more important than direct campaign contributions. That's good for working families...good for Teamsters...good for labor.

"It is far better to address inequality through programs and policies that help all members achieve economic security."

Speaking Out For Metz

"Know why I'm for Metz? Because UPS and Yellow Freight Management want us to elect Junior Hoffa. That tells me something. Tells me that Hoffa is too cozy with the employees to represent hard working Teamsters. I'm against corrupt Union officials and sweetheart contracts. I'm voting progressive..for John Metz Slate."

Employer: UPS Job Class: Driver Member: 15 years Local No: 912

"If the new Freight contract is an example of what Junior Hoffa will do as General President - we're in deep trouble. The new contract has no wage or benefit increases for the first year and only thirty-five (35) cents in wage increases in the other years. Hoffa was in bed with the employers and sold out the workers...again. I'm voting for Metz!" Gilbert Carrejo

Employer: Consolidated Freight Job Class: Package and Delivery Driver Member: 18 year Shop Steward, 25 year employee, 28 year member Local No: 657, San Antonio, Texas

"I like John Metz' idea about creating a Members' Advocate Department. It shows he is thinking about what will help the members, not just how to make himself more powerful.. We need that kind of progressive thinking heading up our Union now. John Metz is for members...not the bosses."

Employer: Lake River Distribution Job Class: Warehouse Clerical Member: 19 years Local No: 781, Chicago, Illinois

"I read the Metz platform and I like it, especially that he doesn't support a dues increase and that he will end the Internationals reckless spending. Teamsters are sick and tired of supporting big spending by the Union bosses with the sweat off our backs."

Kathie Sporich

Employer: The Special School District, St. Louis County Job Class: Shop Steward, School Bus Driver Member: 21 years Local No: 610, St. Louis, Missouri

"The left-wing and right-wing of the Teamsters always seem to be fighting each other. I'm tired of it. Neither Leedham nor Hoffa represent my overall views. Metz represents the middle ground - where most of the members are - and that's why I support him for General President. It's time to move forward." Frank Shinski

Employer: APA Freight Job Class: Shop Steward, Dock Worker Member: 24 years Local No: 617, Ridgefield, New Jersey





I have great respect for Canadian Teamsters. During the 1996 International Union Convention I supported and voted for giving Canadian Teamsters more democratic rights. The Canadian Sovereignty Amendments provide autonomy within the International Union. All these provisions are positive steps towards a progressive Union.

There are goals that can be achieved only if we all work together. When I am General President we are going to work together on mutual strategies for success to make our great union even greater for North America.

Vote 🗹 The John Metz Slate

www.johnmetz.org P.O. Box 39046, St. Louis, MO 63139-0946 Phone 314-772-2381





MAKE YOUR VOICE HEARD For A Progressive Union

Vote For John Metz and the Entire John Metz Slate

Beware of that "Unity" Rhetoric It doesn't include you...unless you embezzled dues money,
took kickbacks from your employers and sold out your union to organized crime.



Help Us Help You-

Responsible Teamster Members Want to End this Civil War. It's time to Stand Up to the Extremists & Conservatives.



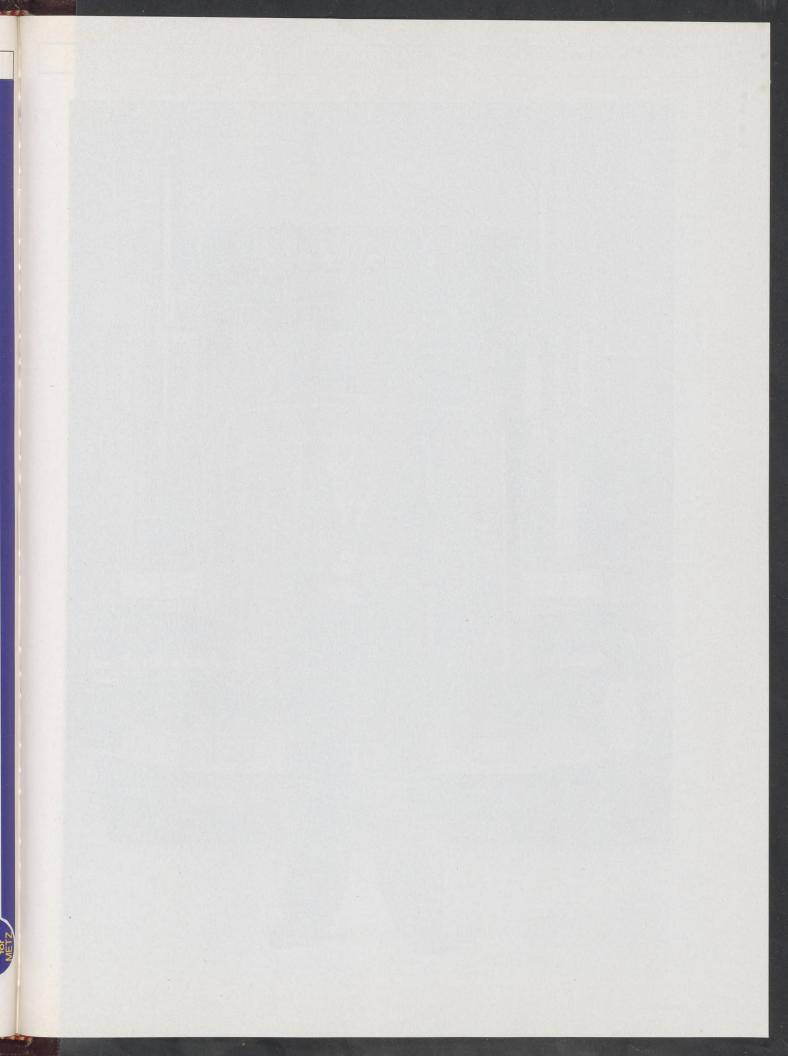
Help Us Help You by contributing to the John Metz Slate. Fill out the form below and return it to: John Metz Slate, PO Box 39046, St. Louis, MO 63139-0946 Phone (314) 772-2381

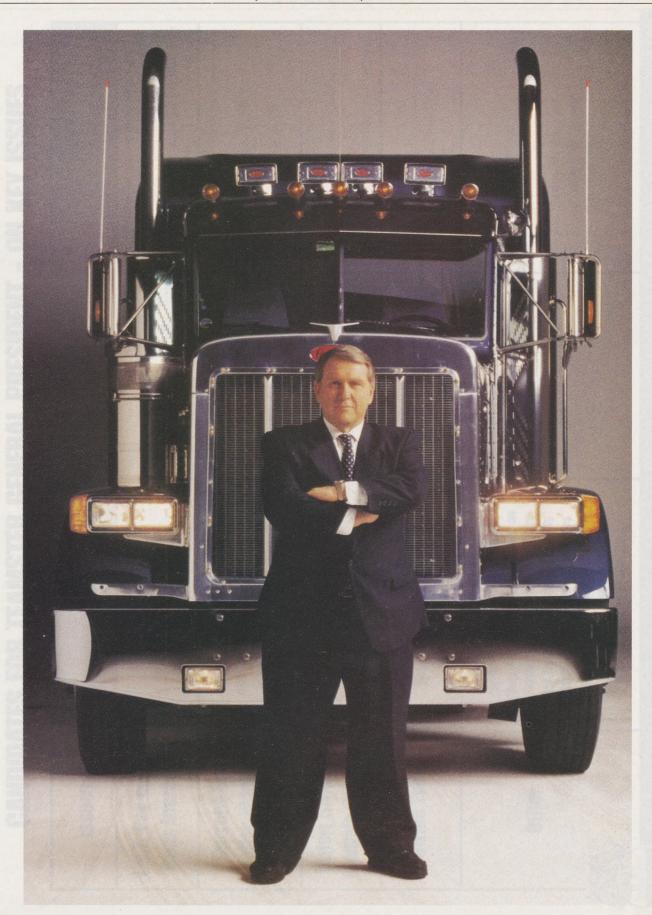
John Wetz State,	FO BOX 33046, St. LC	ouis, MO	13137-0746	Phone (314) 772-2381
Yes, I want to support to	the John Metz Campai	gn for a Pro	gressive Fut	ure.
I am enclosing a donation	on in the amount of:			
\$20\$25	\$35\$	50	\$100	\$150\$
I want to do volunteer	work.			
Please send information	about John to 3 of m	y friends. I	have enclose	ed their names and addresses.
Member Name	18	a. 1	-	IBT Local
SS#		100	(R	equired for Election Officer use only)
Address	五 夏	City		State
Zip Code	Phone			_Date
Amount \$	Cash or Check (cir	cle one)		
Circle one of the following:	Fund-Raising event	Mercha	andise Purch	ase Other

Only current Teamster members may contribute to the campaign.

CANDIDATES FOR TEAMSTER GENERAL PRESIDENT - ON KEY ISSUES

Issues	Elect the John Metz Slate For Strong Progressive Leadership	Junior Hoffa's "Disunity" Slate	Tom Lead-dum Yank Your File Power
L.B.T. Per capita Dues Increase	NO INCREASE in any fashion	Wants an Increase approved through delegates to the I.B.T Convention. Could be as much as \$10 a month.	Wants an increase approved through Membership vote. He was an advocate of last proposed increase which would have increased dues by average of half-hours pay per month. It was voted down by a 3 to 1 margin.
Current One Dollar Monthly Assessment	Wants to eliminate the current one dollar monthly assessment and end the needless and reckless spending	NO PLANSTO ELIMINATE	NO PLANS TO ELIMINATE
Union Officials Multiple Salaries	Opposes multiple full-time salaries	Favors unlimited, Multiple, Full-Time Salaries	Favors the views of TDUser leader Ken Paff (Not a Teamster). No advancement and no pay for union officials who have any particular type of expertise.
Strike Fund	Will create an independent Strike Fund, governed by a Rank and File Steering Committee	No plans for a separate or independent strike fund.	No plans for a separate or independent strike fund.
Other Werz was Bers	Will create a Members Advocate Department. Sees the majority of members as Forgotten Teamsters. Says it is far better to address inequality through programs and policies that will help all members achieve economic security. It's Progressive Leadership.	Old Dog & Pony Shows same old song & dance. "We have ours, you get your own". Inactivity and declining membership. In bed with the employer and smoozing with the mob. And he calls this "Unity".	Nothing new more pandering to the TDUsers. Will continue chaotic operations and out of control Pandemonium. Who will be in charge? He calls this Rank and File Power.





United we stand. Divided we fall.

Which will you choose?
Choose Unity.
Choose Teamster Power.

Choose Hoffa for Our Future.

Jim Hoffa Unity Slate



"Jim Hoffa went to bat for us, and he hit a home run. Without Jim Hoffa's contract experience and legal knowledge we would have never negotiated our first contract for the 130 new members at Brighton Hospital. Jim participated in over thirty meetings with the employer and was able to see through every anti-union maneuver the company lawyers attempted. Jim Hoffa won for us a \$1.60/hour increase, job bidding rights, clear-cut seniority and job classifications, improved staffing for nurse's aides and an employee assistance program to prevent dismissals for personal problems. The contract went way beyond our hopes."

Pat Showerman Teamsters Local 337 Brighton, MI

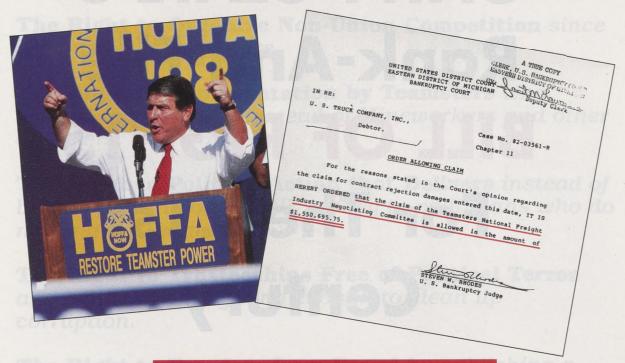
"Carey and Leedham's 1994 freight contract took money out of our pockets until the Hoffa Unity Slate fixed the problem. The bosses called it '40-and-out.' For freight Teamsters like me, it was a real kick in the wallet, costing some of us \$10,000 per year in overtime pay. Jim Hoffa and the Hoffa Vice-Presidents in the Central Region joined with former Carey supporters to get rid of '40-and-out' in our supplement. Based on that, Jim Hoffa can negotiate my contract any time."

Kermit Crawford Teamsters Local 710 Chicago, IL



James P. Hoffa has been a dues-paying Teamster for 28 years. He's worked as a Teamster, loading freight on Great Lakes ships and driving a truck in Alaska. And he's served Teamster members as a lawyer, fighting for their rights every day.

A LIFETIME OF SERVICE TO THE MEMBERS



\$1,550,695.75 Claim Won by Jim Hoffa

When U.S. Truck, Inc. used a phony bankruptcy filing to cheat its Teamster employees out of wages and benefits they had bargained for, the company ran head on into Jim Hoffa. Hoffa sued U.S. Truck, Inc. and forced it to pay rank-and-file Teamsters over \$1.5 million in back wages and benefits. We need experienced leaders like Jim Hoffa.

THE JIM HOFFA UNITY SLATE'S Rank-And-File BILL OF RIGHTS For The 21st Century



The Right to Job Security with grievances handled properly by the best Teamsters for the job.

The Right to Better Pensions using national contracts to set high standards.

The Right to Organize Non-Union Competition since organizing is our future.

The Right to Representation by Teamsters who worked in your craft instead of Mineworkers and other outsiders.

The Right to Political Action that Delivers instead of blindly passing out DRIVE money to politicians who do nothing for Teamsters.

The Right to Trusteeships Free of Political Terror and which last only long enough to clean up corruption.

The Right to Freedom from Fraud by publishing a budget and imposing strict financial controls.

The Right to an Independent Ethical Practices
Committee composed of individuals free from political
control by any administration.

The Right to Due Process so that Teamsters enjoy the same rights as any citizen when they face internal disciplinary proceedings.

The Right to a Balanced Budget with NO Dues Increase.

The Right to Vote for Officers and Vote on Local Mergers or Breakups.

JIM HOFFA'S PLEDGE TO THE RANK-AND-FILE:

"I WILL CLEAN UP OUR UNION.

The Hoffa Unity Slate will end the corruption that has crippled our union.

"I look forward to the day in the near future when we have rooted out corruption so thoroughly that the government can move on to other tasks. On that proud day, we will stånd on our own once again, ever vigilant to prevent the return of corruption."



- Jim Hoffa

ELECTION OFFICER for the DYTERNATIONAL BROTHERHOOD OF TEAMSTERS PR-035-EOH (Post-47-EOH) SUMMARY OF DECISION Aichael G. Cherkasky, the Election Officer for the International Brotherhood of CAREY SLATE Teamsters ("Election Officer") was appointed by the U.S. District Court for the Southern Transfers (Esecution Officer, 1988 september 07 use U.S. sessions). On the Security District of New York, Judge David N. Edelstein, to supervise and conduct the return election. JURINET OF New YORK, Judge LIANIA, N. EXCENSEIN, 10 SUPERVISE and COMMUNE UP STREAM RECORD OF THE TOTAL TOTAL OF THE PROPERTY mecranomas ontroes. In a guestion visitors a manner typical content of 1969 sciences at 196 On April 27, 1998, Election Officer Cherkasky decided an election protest filed by the Un April 21, 1976, Eusection Uttier Unerrasky decided an election protest filed by the Carey Slate. The protest alleged that James P. Hoffa, a candidate for IBT General President in the initial and rerun elections, and members of the Holfa State, filed Campaign Contribution and nne unuan ann rerun eucunons, unu memoers or one runna buse, carea Lampaugn Aumanauson ann Expenditure Reports ("CCERs") in the initial election that did not truthfully or completely report. contributions and expenditures. Authoright the protein conference user mature reconstant, and animal denited by Election Officer Barbara Zack Quindel, the Election Appeals Master reversed that densed by Electron Officer is around 2.20ck (authors, the Electron Appents onstance reservoise as rolling and directed the Electron Officer to "thoroughly and convincingly" investigate the numg any one care and variety of unsunggray and conveningly investigate one allegations in the protest. The Election Appeals Master stated that the financial misconduct aneganores in the protest. In a Eucoton Appeals Master stated that the integrity of the rerun election and, alleged in the Carey Slate protest, if true, would implicate the integrity of the rerun election and, serious, couns result in canquage orsquameanon.

Election Officer Cherhasky's April 27, 1998 decision disposes of the Carey Slate Protest aueged in the Saley class passage as a first serious, could result in candidate disqualification. and of related allegations received during the investigation. The Election Officer did not find and of related allegations received ouring the investigation. The Election officer did not made evidence of large-scale cheating or other improprieties to warrant disqualification of Mr. Hoffa. evidence or range-scale cheating or other improprieties to warrant disquatineation of Mr. Ho or any member of his slate. The inventigation could not fully audit all of the cash and other This summary has been perpared by the Office of the Election Officer for the commence of the parties and the general reader. This summary is not part of the commence of the parties and the general reader. This summary is not part of the commence of the parties and the general reader. This summary is not part of the decision and and any sor be cited before the Election Appeals Master, the District Coulary other tribunal.

"The Election Officer did not find evidence of large-scale cheating or other improprieties..."

"...the Hoffa Slate supported its strategy with two fundraising techniques: bolding low-cost, low-priced fundraising events that aimed for high turnouts; and selling and distributing campaign paraphernalia on a massive scale...

"...this strategy of campaigning and fundraising at the grass roots level, not some secret source of prohibited funds, explains the small contributions to the Hoffa Slate."

THE HOFFARLAN TO STOP CORRUPTION

Unlike the other candidates for General President, Jim Hoffa has no ties to past corruption. That is why he can offer these bold reforms:

- Stop stonewalling and cooperate with government efforts to expose the massive on-going embezzlement scandal;
- Establish an independent Ethical Practices Committee to eliminate corruption wherever it is found;
- Put in place auditing and financial safeguards to stop corruption before it starts;
- Establish a rank-and-file task force, assisted by top lawyers and investigators, to get to the bottom of the recent scandals and report all findings to the membership.

When you see the other candidates, ask them why they have opposed these reforms.



THE HOFFA UNITY SLATE





Jim Hoffa Local 614/Pontiac, MI General President



Tom Keegel Local 544/Minneapolis, MN General Secretary-Treasurer



Randy Cammack Local 63/Los Angeles, CA VP-At Large



Chester Glanton Local 743/Chicago, IL VP-At Large



Tom O'Donnell Local 817/New York, NY VP-At-Large



Fred Gegare Local 75/Green Bay, WI VP-At-Large



Ralph Taurone Local 222/Salt Lake City, UT VP-At-Large



John Steger Local 639/Washington, DC Trustee



Ron McClain Local 147/Des Moines, IA Trustee



José E. Cadíz Local 901/Santurce, Puerto Rico Trustee



John Murphy Local 122/Boston, MA VP-East Region



Jack Cipriani Local 391/Greensboro, NC VP-East Region



Richard Volpe Local 550/New York, NY VP-East Region



Dan DeSanti Local 701/North Elizabeth, NJ VP-East Region



Ken Wood Local 79/Tampa, FL VP-South Region



J.D. Potter Local 19/Grapevine, TX VP-South Region



Tom Baldwin Local 880/Windsor, ONT VP-Canada



Garnet Zimmerman Local 31/Vancouver, BC VP-Canada



Jon Rabine Local 763/Seattle, WA VP-West Region



Jim Santangelo Local 848/Los Angeles, CA VP-West Region



Chuck Mack Local 70/Oakland, CA VP-West Region

These Hoffa Unity Team Members from the Central Region have already been elected to the Executive Board.



Dotty Malinsky Local 2000/Minneapolis, MN VP-Central Region



Les Singer Local 20/Toledo, OH VP-Central Region



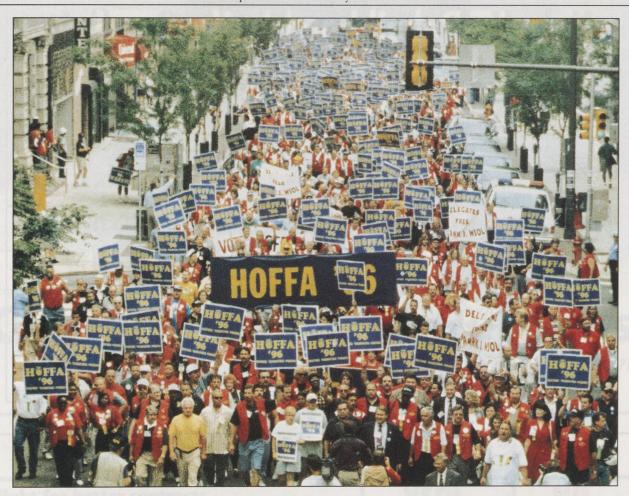
Phil Young Local 41/Kansas City, MO VP-Central Region



Walt Lytle Local 414/Ft. Wayne, IN VP-Central Region



Pat Flynn Local 710/Chicago, IL VP-Central Region



This election is not about who is in or out of power.

It is about your future and your family's future.

HOFFA NOW

Take Back Our Union VOTE HOFFA

To become part of the Hoffa movement and to join the fight to take back our union, call (708) 795-0906 or write: Hoffa Now, 6811 W. Roosevelt, Berwyn, IL 60402

Help Us Rebuild and Unify Our Union



Our Union is in trouble.

The union treasury slides closer to bankruptcy.

Now we have a new election. But for us to win we need your help.

Jim Hoffa cannot win without your support. Your contribution will make a difference. Stand with Jim Hoffa for our Union and our families.

History

Help take back our union by buying a Hoffa hat or t-shirt.

HÖFFA RESTORE TEAMSTER POWER

Help us elect Jim Hoffa for our next president.

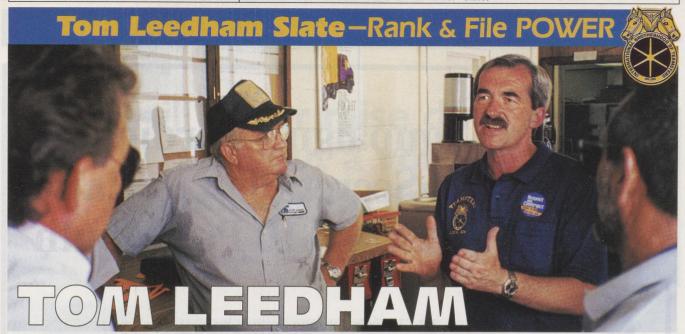
I'LL HELP elect Jim Hoffa for President and Unite Our Union

- □ Send ____ hats @ \$10
- ☐ Send _____ T-Shirts sizes M-XXL @ \$15
 - (Sizes 3X and 4X @ \$25)
- □ Send ____ golf shirts M-4X @ \$35
- □ Send ____ satin jackets M-XL @ \$100
- □ Send _____ varsity leather jacket M-XL @ \$225

This form must be completely filled out and returned with your check or money order to: HOFFA NOW, 6811 W. Roosevelt, Berwyn, IL 60402 or call (708) 795-0906. Only active members and their immediate families may contribute

Name	PRINT
Address	
City	
State	Zip
Local #	
Phone #	
SS #	

ITEM ORDERED		QUANTITY	PRICE
			Markey 1
Jim Hoffa is on the Internet www.hoffa96.com	SUBTOTAL		
	ADD SHIPPING \$5.00 S&H		
	GRAND TOTAL		



Guarantees These Reforms

Hoffa Jr. Says "No!"

Reform	Leedham	Hoffa
Fight for better contracts using rank-and-file power and community support.	YES!	NO
Include rank-and-file members on all negotiating committees and grievance panels.	YES!	NO
Set up rank-and-file committees to watch- dog Teamster pension and health funds.	YES!	NO
Stop handing over money to politicians. Use it for grassroots Teamster political action on issues instead.	YES!	NO
Fight corruption by strengthening rank- and-file democracy.	YES!	NO
Bring officers' salaries in line with working Teamsters.	YES!	NO
Guarantee no increase in dues without a membership vote.	YES!	NO

Tom Leedham Rank & File POWER Slate 202-547-5810 PO Box 15877 Washington, DC 20003-0877



Tom Leedham Slate—Rank & File POWER

Hoffa Campaign Coordinator **Admits Secret Plan to Raise Dues \$10 Per Month**



S120 more per vear

Current

Date:

f Hoffa Jr. wins the election, he plans to call a special convention of officials to raise dues \$10 per member per month —without a membership vote.

Hoffa campaign coordinator Jerry Halberg admitted it in writing on February 14, 1998.

All the extra dues would go to the International Union.

This huge dues increase would be used to put old-guard family members on the payroll and increase top officials' salaries and pensions.

It also would be given to politicians who have supported Hoffa Jr.'s campaign.

None of it would be used to increase strike benefits.

Each member now pays \$3.90 a month in dues to the International Union. Hoffa wants to raise it to \$13.90.

Re: DUES INCREASE SHOULD BE IN ORDER

Sat, Feb 14, 1998 12:55 EST Subject:

Jerry Halberg, Hoffa Campaign Coordinator

From:

The increase in dues assessment from two times to two and a half times the hourly wage should be added on to the per capita that goes to the international. For an example - If my dues were raised from \$40 a month to \$50 a month - the \$10 increase should be allocated to the \$3.90 per capita. The international would then receive \$13.90.

Tom Leedham Slate-Rank & File POWER



"I will never raise dues without a vote of Teamster members."

—Tom Leedham



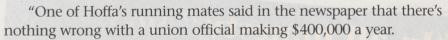
"I'm for Tom Leedham because he won't give our money away to politicians."

"Tom Leedham has put it in writing—no dues increase without a membership vote, and no more hand-outs for politicians.

"We'll build our own Teamster political power to put pressure on both parties—like we did on NAFTA Fast Track—to keep corporations from moving good jobs to other countries."

—Anne Toombs Northwest Airlines, Local 2000, Salt Lake City

"Tom Leedham will bring officials' salaries in line with working Teamsters."



"That's the way the union would be under Hoffa—a country club for millionaire officials who are completely out of touch with working families."



-Kirk Stephenson Laidlaw Transportation, Local 763, Seattle

Hoffa Jr. Promises Business-Backed Politicians \$4 Million Per Year

Jim Hoffa Jr. has promised anti-labor Republican politicians up to \$4 million per year in Teamster members' money in return for supporting his campaign.

At a hearing in Congress on July 24, 1998 sworn testimony revealed that Hoffa Jr. has been coordinating strategy with Rep. Peter Hoekstra (R-Michigan)—the man some call "Corporate America's man on Capitol Hill."

Hoekstra admitted his collaboration with Hoffa Jr., telling reporters that "sometimes different people's interests converge."

Hoekstra has been a key spokesman in Congress for the interests of the American Trucking Association, UPS management, Overnite Transportation, and other big corporations.



Fom Leedham Slate—Rank & File POWER

EMPLOYERS SUPPORT HOFFA JR...

- In recent months insurance companies, management lawyers and anti-labor politicians have pumped more than \$135,000 into Hoffa Jr.'s Legal and Accounting Fund. Executives of a scab printing company in St. Louis gave him \$35,000!
- UPS illegally used company cash to support Hoffa Jr., according to the independent court-appointed Election Officer, who also found that a UPS lobbyist contributed to Hoffa Jr.'s campaign.2
- Consolidated Freightways featured Hoffa Jr. in its company magazine. He was the only candidate they showed.3



- A law firm for Teamster employers is providing legal work for Hoffa's campaign. The firm is called Finkel Whitefield and it represents warehouse firms, Waste Management, and other companies that employ members of Detroit Local 337 and Ohio Local 20.4
- Another employer illegally funneled Hoffa Jr. at least \$167,000 in free campaign assistance. Hoffa was fined that amount by the Election Officer.5

"In all honesty," says management lawyer Gary Marsack, "my client's interests are best served by a return to the old Teamsters" leadership that Hoffa Jr. represents.6

Chris Bohner, Labor-Community Research

^{1.} Hoffa Campaign's June & July, 1998 reports to the Election Officer. Note: Employers and antiunion politicians are not prohibited from giving to this fund.

^{2.} Decisions of the Court-Appointed Election Officer,

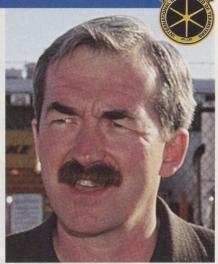
Nov. 4, 1997 and May 15, 1998. 3. This Week at CF MotorFreight, October 2, 1995. 4. Jimmy Hoffa Junior: A Study of His Connections to Corrupt Elements in the Labor Movement, by

Consulting, 1996. 5. Decisions of the Court-Appointed Election Officer, Nov. 4, 1997 and May 15, 1998.

^{6.} Milwaukee Journal, September 3, 1995

Tom Leedham Slate-Rank & File POWER

...Teamster Families Support TOM LEEDHAM





"When UPS spent money to help Hoffa Jr., that gave me another reason to support Tom Leedham."

"UPS wouldn't support Hoffa Jr. unless they think he'll give them something back in return.

"I'm voting for Tom Leedham because the General President of the Teamsters should support workers, not bosses."

—Paul Heiman UPS, Local 41, Kansas City, Missouri

"Hoffa Jr. is a millionaire lawyer. He's never done rank-and-file work for a living. Tom Leedham has."

"Hoffa Jr. has never been a steward or elected to any Teamster office. He's never negotiated any kind of major contract.

"Tom Leedham knows what it means to handle 40,000 pounds of freight in an eight-hour shift.

"Leedham has represented every kind of Teamster—UPS, freight, warehouse, delivery drivers, health care, public employees—you name it."



—**Homer Lambert**, **Jr.** Rush-Presbyterian St. Lukes Medical Center, Local 743, Chicago

The Tom Leedham Slate

Tom Leedham General President

John McCormick General Secretary-Treasurer

Diana Kilmury At-Large Vice President

John Riojas At-Large Vice President Willie Smith At-Large Vice President

Doug Webber At-Large Vice President

Rick Dade Eastern Region Vice President

Tom Gilmartin
Eastern Region Vice President

Eddie Kornegay Eastern Region Vice President

Doug Mims Southern Region Vice President

Mike McGowan Southern Region Vice President

Bob Hasegawa Western Region Vice President Ken Mee Western Region Vice President

Maria Martinez Western Region Vice President

Dave Eckstein
International Trustee

Kim Shanahan

Tom Leedham Rank & File POWER Slate 202-547-5810
PO Box 15877 Washington, DC 20003-0877 www.leedham.org



Tom Leedham Slate—Rank & File POWER



Teamsters Hurt by Hoffa Jr...

"Hoffa Jr. took our money—and we never saw it again."

"Hoffa Jr. set up a separate strike fund for Michigan and Ohio. "He started taking one dollar a month per member—and promised \$150 a month benefits if we ever went on strike.

"Turns out, I did end up on strike, and his strike fund didn't pay the benefits he promised.

"We never did find out where our money went."

-Rick Torres Detroit Newspapers, Local 372, Detroit



"Hoffa Jr. spent money from our health and



welfare fund—and my family didn't get our full benefits."

"Hoffa Jr. was the lawyer for the Teamsters Health Fund here in Michigan.

"The crowd that was running it spent our money on nude dancers, golf outings, and fancy restaurant meals.

"Then when my son got sick, I got threatened by a collection agency because the fund didn't pay the hospital bills."

-Steve Pawlowski Alvan Motor Freight, Local 7, Kalamazoo, Michigan



Teamsters Helped by Tom Leedham...

"Tom Leedham helped us organize to get rid of weak union officials and make our local stronger."

"He restored retiree health insurance and put an end to two-tier wage systems.

"Tom Leedham knows what unity really means. He led a strike at Fleming Warehouse in Portland, joining with Teamsters fighting for a good contract at the company's warehouses in California. Not a single member crossed the line."

—Jerry Gipple Fleming Warehouse, Local 206, Portland



"Tom Leedham helped me get a better contract using rank-and-file power."

"Me and the people I work with were facing tough negotiations with our employer.

"Tom Leedham sent his staff to work with us and the local union.

"He made sure we got the members involved. We showed management that we would take united action and get the community behind us.

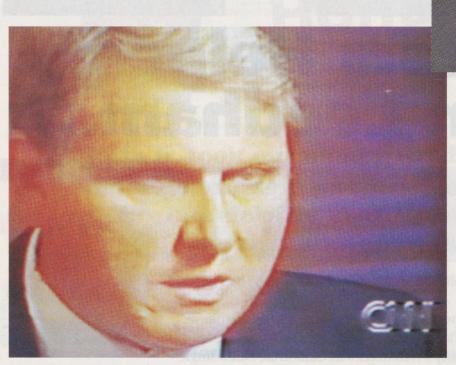
"We got the best contract we ever had."

—Janice Kegler Quaker Oats, Local 912, Oakland, California

Tom Leedham Rank & File POWER Slate 202-547-5810 PO Box 15877 Washington, DC 20003-0877 www.leedham.org

Live on CNN...

Hoffa Jr. Admits He Was Partners with a Mobster Who Ripped Off Teamster Pensions



offa Jr. told CNN that he was business partners with Allen Dorfman, the most corrupt mobster in the history of the Teamsters!

Dorfman ripped off millions from Teamster pension funds for the mob.

At the time Hoffa Jr. and Dorfman became partners, Dorfman had already been named for mob activities by a Senate committee and had been indicted for extortion and jury tampering.

1. CNN Presents, 11/10/98.

"When I saw Hoffa Jr. admit that on CNN, it made my stomach turn."

"My wife and I were watching CNN that night—like thousands of Teamsters.

"We looked at each other and said, `We better make sure this guy never gets his hands on our pension fund.'

"We don't want the mob back in our union."
"That's why we're supporting Tom Leedham."

TO PROTE

—Donald and Joyce Fahey Twin County Grocers, Local 863, Edison, NJ

Teamster Rank & File POWER

Notice to Canadian Teamsters

Reform candidate Tom Leedham thinks decisions about the union in Canada should be made by Canadian Teamsters.

Hoffa Jr. thinks they should be made in Washington, DC.



- Mark one X for the Tom Leedham Slate of International Union candidates.
- Mark another X for the Louis Lacroix Team Canada Slate.





The Teamster career of Ed J. Mireles has been highlighted by impressive successes on behalf of his members. Just out of high school and working on his first job as a truck driver, Ed J. Mireles understood the value of a union contract and helped organize Hecht Fast Freight. Determined to help negotiate and enforce the first contract, he became the first shop steward when they joined Los Angeles-based Local 208 in 1961. His Teamster career continued in the freight industry working for Western Gillete and Roadway Express. His tireless efforts were recognized and, in 1979, he joined Orange County-based Local 952 as Business Agent.

Ed J. Mireles for Western Region IBT Vice President

Ed J. Mireles' hard work and abilities were recognized and, in 1984, he became Executive Coordinator responsible for a wide range of companies and industries: UPS, freight, grocery,

bakery, dairy, wholesale liquor, aerospace, and carhaul. In appreciation of his efforts, Ed served as Trustee and President of Local 952. In1989, he was elected Secretary-Treasurer and Principal Officer of the 12,000-member Local 952. He has also served as President and Principal Officer of the 50,000- member Joint Council 92 and is currently IBT Western Region Vice President. He served on the National Negotiation Committees for UPS (1993 & 1997) and Freight (1994 & 1998), and has been the chief negotiator for the food industry for 19 years in Southern California. Throughout his career, Ed J. Mireles has been dedicated to servicing his members and bringing them the best contracts with job security, work preservation, early retirement, high pension benefits, and no out-of-pocket cost for health and welfare.

ED J. Mireles is dedicated to the membership and deserves the support of all members for election as Western Region IBT Vice President.

The following campaign literature is published on behalf of Aaron Belk, a candidate for Southern Region Vice-President.



SOUTHERN REGION VICE PRESIDENT

TE Aaron Belk



It has been an honor serving as your Southern Region Vice President. I have held numerous jobs and have waved almost \$3,000,000 in salary since 1992 while working 14 to 18 hour days to get these jobs done for you.

As Teamsters first Administrator of the Ethical Practices Committee, I investigated over 1200 complaints from members and officers. And I am proud to say that I never lost a case during the two years I served as Administrator.

In 1994 I was appointed Executive Assistant to the General President and helped implement changes which resulted in the International operating in the black for the first time since 1982. As Executive Assistant I turned down requests that were later approved by others which resulted in the 1996 election being overturned. Judge Lacey stated in a hearing that had my concerns and denial of these contribution requests been followed, Ron Carey would not have been charged. And had my concerns been addressed we would not be having a costly re-run of the 1996 election.

I AM ASKING FOR YOUR VOTE AND CONTINUED SUPPORT



C. SAM THEODUS CANDIDATE FOR VICE PRESIDENT AT LARGE

"We must never elect a President to take over our union."

The lack of moral fiber in our Teamster leaders has been revealed to the members and the public.

The Union has been weakened due to the political misdeeds of two individuals who were found guilty of lying and cheating in the 1996 Teamster election.

Both candidates in the 1996 election were found guilty of serious misdeeds. One, Ron Carey, was disqualified. The other, Jim Hoffa, was found guilty of covering up his funding sources, taking employer contributions, and hiring convicted felons in his campaign and then lying about it.

If Hoffa cheated and lied to gain office, what could we expect of him if he got in office? You know the answer.

Teamster members should have higher expectations of their leaders. They should demand that these individuals be honest, have integrity, that they be of high moral character and be accountable for their actions.

We must <u>never</u> elect a president to <u>take over</u> our union, with absolute power. That absolute power corrupted Hoffa Sr., and would surely corrupt Hoffa Jr.

Elect C. SAM THEODUS V.P. AT LARGE. A True Trade Unionist, a 45 year Teamster, 21 years as an Officer of Local 407 and International V.P. for 5 years.

I WILL WORK WITH ANY ELECTED GENERAL PRESIDENT WHO IS HONEST, FAIR AND WILLING TO WORK TOWARD THE BETTERMENT OF THE RANK AND FILE.

The following campaign literature is published on behalf of George W. Cashman, a candidate for Eastern Region Vice-President.



George W. Cashman

Candidate for International
Vice President - Eastern Region

- ★ IBT Vice President, Eastern Region
- President, Local 25
- ★ Secretary-Treasurer, JC#10 New England

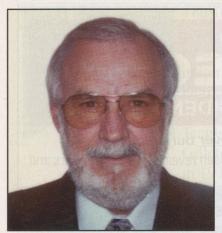
On the Front Lines...

Fighting for Working People



Bringing Respect Back to the Workplace

Paid for by the Cashman Committee



The Government now is violating the Consent Decree by trying to force us the rank and file, to pay for their continued mistakes. They allow Jimmy Hoffa, Jr. to remain as a candidate while removing and expelling officers and rank and file for a lesser charge. Jimmy Jr. was given a membership so he could run and take over our union. He has never felt the pain you and I have at the work place. They allow non union entities such as Ken Paff and T.D.U. to funnel money into the Leedham slate campaign. Apparently, Ken Paff and T.D.U. are trying to take over the I/B/T/, or organized corruption and Jimmy Jr. Brothers and Sisters search your conscience. I have stood up for you, as a former member of the Stand-Up Slate, who fought and helped get this re-run election for you.

VOTE — Robert H. Spearman
Vice President At Large
Independent Candidate
It's your union, your right! Please VOTE!

Now Tom Sever, and The G.E.B. has given away and taken more of your dues money.

Let's stop them now.

d

REPORT XLII TO ALL MEMBERS OF THE INTERNATIONAL **BROTHERHOOD OF TEAMSTERS**

FROM: Independent Review Board Grant Crandall Frederick B. Lacey William H. Webster DATED: September 10, 1998

I. INTRODUCTION

This is the Independent Review Board's ("IRB") Forty-second Report to you on its activities conducted pursuant to the Consent Order. In this Report, we will discuss matters that have recently come before us, including three new Investigative Reports and the status of pending charges about which we have previously informed you. The progress of these pending charges will be provided in future reports.

II. NEW INVESTIGATIVE REPORTS

A. THEODORE N. FURSTMAN, JR. - Local 282, Lake Success, New York

On August 4, 1998, the IRB issued an Investigative Report to Gary LaBarbera, Trustee of Local 282, concerning member Theodore N. Furstman, Jr. The Investigative Report recommended that Furstman be charged with bringing reproach upon the IBT by knowingly associating with Robert Sasso after he was permanently barred from the IBT and when Sasso was a convicted labor racketeer, and by violating the 1989 Consent Decree by which he and all other IBT members were enjoined from knowingly associating with a barred person such as Sasso. On August 7, 1998, the IRB was notified that Trustee LaBarbera filed the charge against Furstman. Acting General President Tom Sever appointed a panel to hear the charge and a hearing date is to be set.

B. LAWRENCE P. GARONO, - Local 377,

Youngstown, Ohio

On August 4, 1998, the IRB issued an Investigative Report to Acting General President Tom Sever concerning a charge against member Lawrence P. Garono. The Investigative Report recommended that he be charged with bringing reproach upon the IBT by knowingly associating with La Cosa Nostra member Lenine "Lenny" Strollo. On August 11, 1998, Mr. Sever notified the IRB that he had adopted and had filed the charge against Garono and he referred the charge back to the IRB for a hearing. The IRB scheduled a hearing for September 10, 1998, but postponed the hearing to a date to be determined.

C. DAVID P. MANGINE - Local 377, Youngstown, Ohio

On September 10, 1998, the IRB issued an Investigative Report to the Local 377 Executive Board concerning member David P. Mangine. The Investigative Report recommended that Mangine be charged with failing to cooperate with the IRB by refusing to appear for a sworn in-person examination. Pursuant to Section G, paragraphs (d) and (e) of the March 14, 1989 Consent Order, the Local 377 Executive Board was given sixty days within which to hold a hearing and to forward its written final report to the IRB.

III. STATUS OF PREVIOUS IRB CHARGES

A. WILLIAM W. HAMILTON, IR. AND **RONALD CAREY**

In past issues of the Teamster magazine, we informed you of charges against former IBT Director of Governmental Affairs William W. Hamilton, Jr., for allegedly having and arranging to have the IBT donate money to advocacy groups as part of a scheme in which, in return for the IBT's donations, individuals would donate money to benefit the Carey campaign. We also informed you of charges against Ronald Carey for bringing reproach upon the IBT. The charges alleged that Carey, in breach of his fiduciary obligations, authorized IBT contributions in October 1996 totaling \$750,000, knowing the contributions would result in a personal benefit to him in money to pay expenses for his re-election campaign. The Report alleged further that Carey failed to exercise his fiduciary obligation to inquire into the circumstances surrounding his co-fiduciary's recommendations of these transactions.

A combined hearing on Hamilton and Carey was held and a decision was issued on July 27, 1998, finding that the breach of fiduciary duty to inquire portion of the charge against Carey had been established. Additionally, charges against Hamilton were also proven. As a penalty, Carey and Hamilton have been permanently barred from membership, permanently barred from holding any office or employment relationship with the IBT or its affiliates or otherwise drawing any salary or compensation from any IBT-affiliated source. Judge Edelstein approved IRB's decision on September 15, 1998.

B. BRUCE W. PRESLEY — Local 497, Akron, Ohio

In past issues of the *Teamster* magazine, we informed you of charges against Local 497 Secretary-Treasurer Bruce W. Presley alleging that he made interest-free loans in excess of \$2,000 to himself through advance payments of salary, embezzled Local 497 funds by means of a pay increase without approval of the Executive Board, and authorized the signing of checks drawn on Local 497 accounts in violation of Local 497 Bylaws and the IBT Constitution. An IRB hearing was held and the IRB found the charges were proved.

On July 8, 1998, the IRB determined that Presley is suspended from office and may not hold office of any sort in any IBTaffiliated entity for six months, must repay Local 497 \$2,500 plus a fine of \$2,500, and must show proof that the \$5,000 has been paid to Local 497 and made from Presley's own funds. The IRB's decision was approved by Judge Edelstein on July 21, 1998. His Memorandum and Order are printed in full in this issue of the magazine.

C. GERALD ZERO - Local 705, Chicago, Illinois

In past issues of the Teamster magazine, we informed you of charges against Local 705 member Gerald Zero for allegedly assaulting fellow Local 705 members. The General President notified the IRB that he postponed a hearing until Zero's court appeal of an action relating to the same facts had been concluded. Zero was convicted on two counts of misdemeanor battery. The appeals court affirmed the decision of the lower court and found Zero guilty as charged. On July 8, 1998, the IRB notified Local 705 that a hearing should be held within thirty days. On July 16, 1998, Local 705 notified the IRB of its referral of the matter to the General President. Acting General President Sever appointed a hearing panel which held a hearing on August 17, 1998. The panel is reviewing the hearing documents. Because the panel has exceeded the deadline established by the IRB, the IRB has set a hearing on the matter for October 13, 1998.

D. DENNIS McNAMARA - Local 714, Chicago, Illinois

In past issues of the *Teamster* magazine, we informed you of charges against Dennis McNamara alleging that he failed to cooperate with the IRB during his February 26, 1998, sworn examination when he testified falsely about his statements during the February 2, 1998, Local 714 membership meeting. At the February 2, 1998, meeting, McNamara allegedly made threats of physical injury toward other Local 714 members. On April 23, 1998, Acting General President Sever filed charges against McNamara. His hearing was held on June 18, 1998, by a hearing panel appointed by Mr. Sever. On September 8, 1998, Mr. Sever permanently barred McNamara from membership in the IBT and any position with the IBT or any IBT-affiliated entity. The IRB notified Acting General President Sever on September 10, 1998, that the decision was not inadequate.

E. JAMES SANTANGELO AND RICHARD MID-DLETON -Local 848, El Monte, California

In past issues of the Teamster magazine, we informed you of charges against Local 848's Secretary-Treasurer James Santangelo and President Richard Middleton alleging that together they created a Severance Plan designed to accelerate severance payments which would permit an employee to remain employed by the Local and receive severance payments, and by distributing payments to themselves and others in contravention of the Local's Bylaws. The report alleged that the checks they signed constituted illegal loans in excess of \$2,000 in violation of criminal law. These loans remain outstanding.

Joint Council 42 charged Santangelo and Middleton as recommended by the IRB. Based on its two hearings on the matter, Joint Council 42 twice dismissed the charges. IRB notified Joint Council 42 on August 13, 1998, to restate its conclusions and provide a sanction based on the hearing panel's recommendations. On August 24, 1998, counsel to Joint Council 42 advised the IRB that the hearing panel would reconvene on September 19, 1998, to determine its response to the specific issues raised. The matter remains under review by the IRB.

F. DANIEL LOMBARDOZZI, ROGER IMMER-GLICK, JASPER CUMELLA, LOUISE DAVIS, WILLIAM DENNEHY, YETKIN KURULGAN AND DAVID LOFTON -Local 918, Brooklyn, New York

In past issues of the Teamster magazine, we informed you of charges against each of the seven Executive Board members of Local 918 with breaching his fiduciary duties to the members, embezzling and converting Local Union funds to his own use and bringing reproach upon the IBT by voting to transfer \$25,000 in Local Union funds to challenge an attempt by the IBT to place the Local into trusteeship. A hearing panel appointed by Acting General President Sever held hearings on June 9, 1998. In Mr. Sever's decision of September 8, 1998, Lombardozzi, Immerglick and Cumella were permanently barred from membership in the IBT and from holding any position with the IBT or any IBT-affiliated entity. Davis, Dennehy, Kurulgan and Lofton were barred for five years from membership in the IBT and from holding any position with the IBT or any IBT-affiliated entity. The decision is under review by the IRB.

G. CHARLES THIBAULT, ALFRED MORRISON, VAL NEAL, WAYNE MASLEN, RICHARD GODIN, VINCE IOHNSON AND CECIL McEWAN - Local 938, Mississauga, Ontario, Canada In past issues of the *Teamster* magazine, we informed you of

charges against the seven Executive Board members of Local 938 for failing to cooperate with the IRB by refusing to allow a books-and-records examination. A hearing panel appointed by Acting General President Sever held a hearing on June 23, 1998. On September 4, 1998, Mr. Sever issued his decision in which he found that the seven Executive Board members violated the IBT Constitution by obstructing, interfering with and unreasonably failing to cooperate with the duties of the IRB. Mr. Sever noted that the Executive Board's actions were based on a legal position that the IBT found to be faulty. Local 938 eventually permitted the Chief Investigator access to conduct his examination. Mr. Sever therefore imposed a three-months suspension from membership or holding office or employment with the IBT and any of its affiliates on each of the charged members as a sanction for refusing to permit the Chief Investigator to conduct a booksand-records examination. The IRB notified Mr. Sever that his decision was not inadequate.

IV. IRB TESTIMONY BEFORE THE CONGRESS

On July 30, 1998, the members of the IRB, accompanied by Chief Investigator Charles M. Carberry and Administrator John J. Cronin, Jr., testified before the Subcommittee on Oversight and Investigations, Committee on Education and the Workforce, U.S. House of Representatives, chaired by the Honorable Pete Hoekstra. The testimony covered IRB activities and accomplishments from its inception on October 13, 1992, to the present.

V. TOLL-FREE HOTLINE

Since our last report to you, the hotline has received about 145 calls reporting alleged improprieties. As in the past, all calls which appeared to fall within IRB jurisdiction were referred for investigation. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

Continue to use the toll-free hotline to report improprieties which fall within IRB jurisdiction by calling 1-800-CALL-IRB (1-800-225-5472). If you are calling from within Washington, D.C., dial 434-8085. The IRB facsimile number is 202-434-8084.

VI. CONCLUSION

As always, our task is to insure that the goals of the Consent Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline noted above or you may write to either the IRB Chief Investigator or the IRB office:

Charles M. Carberry, Chief Investigator 17 Battery Place, Suite 331 New York, NY 10004

Independent Review Board 444 North Capitol Street, NW Suite 528 Washington, DC 20001

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

MEMORANDUM & ORDER

88 Civ. 4486 (DNE)

United States of America,

PLAINTIFF,

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International Brotherhood of Teamsters, et al., DEFENDANTS

EDELSTEIN, DISTRICT JUDGE:

WHEREAS on April 15, 1997, the Independent Review Board ("IRB") forwarded to the International Brotherhood of Teamsters ("IBT") Joint Council 41 a report recommending that two charges be filed against Local 497 Secretary-Treasurer Bruce W. Presley ("Presley") for making loans in excess of \$2,000 to himself through advance payments of salary and for embezzling Local 497 funds, *See* Opinion and Decision of the Independent Review Board, In Re: Bruce W. Presley, dated July 8, 1998 ("IRB Decision"), at 1; and

WHEREAS on April 22, 1997, the Joint Council filed the

recommended charges against Presley, id.; and

WHEREAS the charges provided as follows:

(1)During the period January 1992 to December 31, 1996, Presley, by preparing and signing Local 497 checks, caused the Local to extend illegal loans in the form of advance salary payments to himself. In each of thirty-seven instances, the checks Presley prepared and signed constituted illegal loans in excess of \$2,000 in violation of federal criminal statute, Title 29, United States Code, Section 503(a). By taking these salary advances in excess of \$2,000 on thirty-seven occasions, Presley accepted unlawful loans from Local 497.

and

(2)During the period June 1996 through September 1996, Presley, by preparing, signing and accepting the proceeds of Local 497 checks payable to himself which reflected a salary increase not approved by the Local 497 Executive Board, embezzled and unlawfully converted to his own benefit the funds of Local 497 in violation of Article XIX, Section 7(b)(3) of the IBT Constitution.

id. at 1-2; and

WHEREAS on May 16, 1997 a Joint Council Hearing Panel (the "Panel"), conducted a hearing on these charges, id. at 2; and

WHEREAS by decision dated June 22, 1997 (the "Decision"), the Panel found the evidence insufficient to sustain the charges against Presley and dismissed the charges, *id.*; and

WHEREAS by letter dated August 6, 1997 (the "IRB Letter"), the IRB advised the Joint Council that the IRB found the

Decision inadequate, id.; and

WHEREAS by letter dated August 20, 1997, Joint Council 41 stated that the Panel had directed the parties to respond to the IRB's findings within ten days and that the Panel would reconvene and reconsider whether to vacate, modify or affirm the Decision, *id.*; and

WHEREAS by letter dated September 4, 1997, the Joint Council advised that, upon Presley's request, it would hold a

supplemental hearing, id.; and

WHEREAS on September 23, 1997, that supplemental

hearing was held, id.; and

WHEREAS in its Supplemental Report and Decision (the "Supplemental Decision") dated October 15, 1997, the Panel affirmed its earlier decision to dismiss the charges filed against Presley, *id.* at 2-3; and

WHEREAS by letter dated December 17, 1997, the IRB notified the Joint Council that its Supplemental Decision was

inadequate because it "continued to fail to apply applicable legal standards," *id.* at 3; and

WHEREAS the IRB determined that it would conduct a hearing *de novo* on these charges as provided in the March 14, 1989 Consent Order in *United States v. IBT*, 88 Civ. 4486 (S.D.N.Y.), *id.*; and

WHEREAS on February 10, 1998, the IRB held a hearing on the charges against Presley in Cleveland, Ohio, *id.*; and

WHEREAS Presley was charged with bringing reproach upon the IBT while being an officer of Local 497 by breaching his fiduciary duties to members by directly and indirectly making loans to the Local's officers, and by embezzling and unlawfully converting to his own use the funds of Local 497, *id.* at 19; and

WHEREAS after reviewing the prior record and supplemental written submissions, the IRB found that the charges against Presley have been proved, *id.* at 19-20; and

WHEREAS as a penalty, the IRB suspended Presley from

IBT membership for a six-month period, id. at 20; and

WHEREAS, in addition, the IRB fined Presley \$5,000 to be paid to the IBT before he can resume his membership or any position in any IBT-affiliated entity, *id.*; and

WHEREAS on July 14, 1998, this Court received Application LX of the IRB ("Application LX") requesting that this Court enter an Order affirming the IRB Decision; and

WHEREAS having reviewed the IRB Decision and all accompanying exhibits, this Court finds that the IRB Decision is neither arbitrary nor capricious; and

WHEREAS accordingly, this Court finds that Application

LX of the IRB should be granted;

IT IS HEREBY ORDERED THAT Application LX of the Independent Review Board regarding the charges and sanctions imposed against Bruce W. Presley is GRANTED.

IT IS HEREBY FURTHER ORDERED THAT the IRB submit its findings regarding Bruce W. Presley to the appropriate law enforcement authorities for their consideration.

SO ORDERED.

DATED: New York, New York July 21, 1998

Nan Fareche

Election Office Contact Information

If your address has changed recently, or you do not receive a ballot by November 16, 1998, or if you have any questions about this election process, call 1-800-565-VOTE [in the Washington Metropolitan Area, dial (202) 624-3500].

1-800-565-VOTE

(Spanish)

Si usted ha cambiado de dirección recientemente, no ha recibido su papeleta de voto para el 16 de noviembre de 1998 o tiene cualquier pregunta en relación a este proceso electoral, por favor llame al 1-(800) 565-VOTE (en el àrea metropolitano de Washington, llame al 202-624-3500).

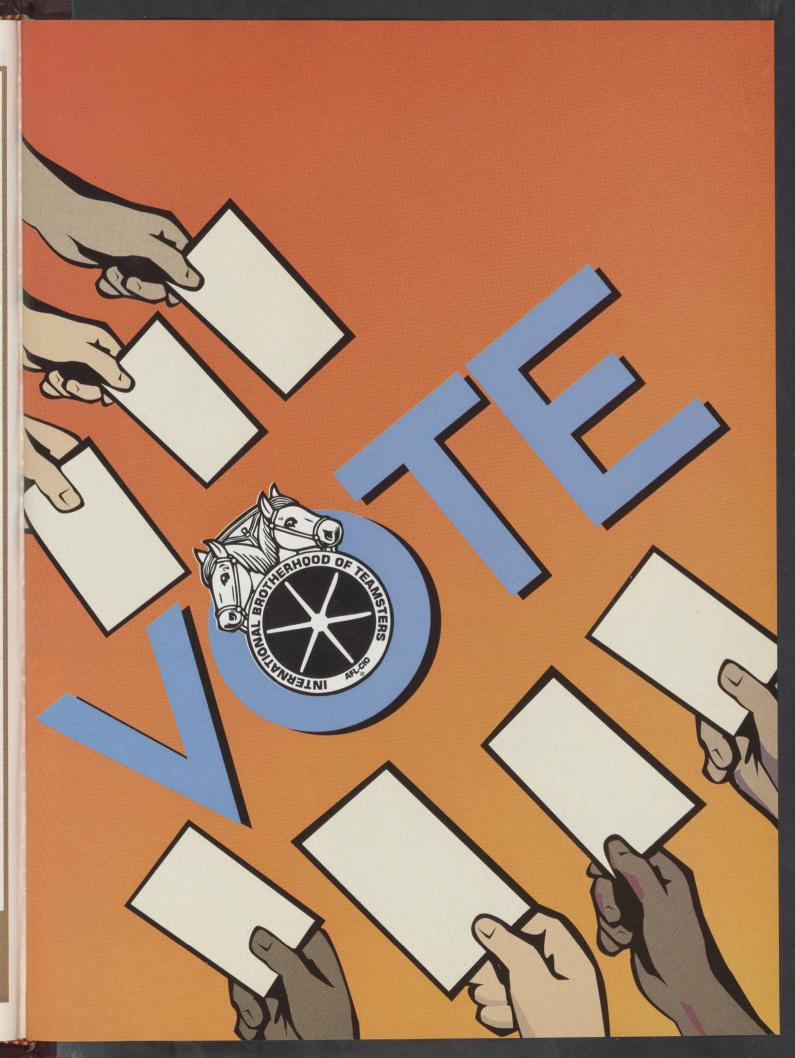
1-800-565-VOTE

(French)

Si, au 16 novembre 1998, vous n'avez pas reçus de bulletin de vote, si votre adresse a changé récemment ou si vous avez des questions sur le déroulement du scrutin, téléphonez immédiatement au numéro vert: 1-(800) 565-VOTE (à Washington, D.C et ses banlieues, composez le 202 624-3500).

1-800-565-VOTE

Vote Vote Votez





Your Vote Counts!